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Minutes of the Meeting of January 13, 1977

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* *
* NEXT MEETING: Thursday *
* January 27, 1977 *
* 9:15 A.M. *
* *
* Commission Room, Third Floor *
* Main Library, Civic Center *
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NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Caryl Mezey (presiding), Vernon Alley, Carlota del Portillo, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Antonio Grafilo, Sylvester Herring, Phyllis Lyon,Enola Maxwell, John Morrissey, Lillian Sing, David K. Yamakawa, Jr.

Excused: Dan Silva, William Wesley, Nadim M. Zarour

Staff

Present: Grant S. Mickins, Frank Anderson, Jack Casford, Douglas Chan, Jo Daly, Carole Ellison, Luis Escobar, Alberta Grant, Don Hesse, Stanley Lim, David Prowler, Gail Roberts, Essie Thomas, David Treanor.

Pledge of Allegiance

Minutes of Meeting of December 16, 1976 approved.

COMMUNICATIONS

- From Jorge Pineiro, Chairperson, Western Region Puerto Rican Council, reporting on resolutions passed by a statewide conference of Puerto Rican organizations and community leaders stating the needs of the Puerto Rican community in California, asking that the HRC "do all in your power to bring about the changes requested."

Mr. Pineiro's letter was read in full at the request of Commission del Portillo, and it and the enclosed recommendations of the conference were referred to the Employment Committee for consideration.

- From Henry Der, Executive Director, Chinese for Affirmative Action, thanking Director Mickins for his contribution/membership.

- From David McClain, Esq., South Folsom Law Firm, a copy of a letter to Mayor Moscone supporting the call of the HRC (with other community groups) for involvement of religious, labor, youth and civil rights organizations in planning crime prevention programs.

- From Bernard Orsi, General Manager, Personnel, Civil Service Commission, thanking Director Mickins for being one of the persons who nominated Mr. Orsi for the SPUR (San Francisco Planning & Urban Renewal Association) 1976 Public Managerial Efficiency Award of $1,000, which Mr. Orsi received.

- From Steve Beiringer, National Chairman, Frontlash, announcing co-sponsoring an education conference on the American labor movement February 11-13, at Mills College.

- From Lee C. Spada, Administrative Manager, Mission Equities Corporation, withdrawing its appeal request for a reversal of a Director's Finding and submitting to imposition of Administrative Probationary Notice by the HRC.

- From Mrs. Donneter Lane, Chairperson, San Francisco Council of Churches, inviting the HRC to join in observance of Martin Luther King Day on his birthday, January 15, 1977. Commissioners Morrissey, Maxwell and del Portillo said they would attend.

- From Dr. Eddie C. Welbon, President, Community Skill and Youth Service Agency, Inc., inviting Director Mickins to a dedication ceremony January 21st at 2085 Sutter Street.

- From the Office of the Mayor, a copy of a memorandum addressed to a number of City department heads, requesting review of suggestions from Claude Carpenter, New Breed Community Development Corporation, for discussion issues and preparation of responses before a "Town Hall' meeting scheduled for January 6, 1977.

- From Gilbert H. Boreman, Clerk of the Board of Supervisors, material sent to interested organizations and individuals on the Salary Standardization Procedure for 1977-78, including the schedule of public hearings.

- From Mr. Boreman, confirmation of a request made by Supervisor Dianne Feinstein to Wayne C. Redus of the HRC staff during the Board meeting January 3rd for information on HRC Comprehensive Employment Training Act (CETA) employees.

- From E. Ann Christensen, Assistant Director, Volunteer Services Unit, announcing recruitment of V.I.S.T.A. volunteers for an "Employment, Life Counseling and Job Development Program" sponsored by the San Francisco Adult Probation Department.

- From Juanita Del Carlo, Director, Mission Hiring Hall, Inc., thanking Director Mickins for attending the Open House on December 10th.

- From Charles J. Jung, Executive Director, Economic Opportunity Council of San Francisco, inviting Director Mickins to be a moderator on a panel discussion for an Affirmative Action Workshop for EOC staff on January 17th.

- From Thomas C. Phillips, Executive Director, Community Action for the Urbanized American Indian, Inc., thanking Director Mickins for a meeting regarding the Indian Community and seeking another meeting with the HRC Administrative Committee.

- From Felix Spencer, Executive Director, Intertribal Friendship House, a copy of a letter to Larry Bensky, radio station KPFA, protesting suspension of the Native American Radio Program by the Third World Department. Commissioner Sing said that she was concerned about this action, which she said was divisive to efforts to enforce affirmative action.

- From Nancy Turnbull, Career Consultant, Open Road/New Jobs, a youth jobs projects funded through the Mayor's Office of Employment and Training, asking HRC help in establishing a youth coalition, as an advisor to the Youth Development Committee of the Manpower Council.

- From Charles de Young Theriot, Editor and Publisher, San Francisco Chronicle, declining to appear, at the HRC's invitation, to discuss its continuing concern over items with ethnic overtones in the Herb Caen column.

- From Juanita Del Carlo, Executive Director, Mission Hiring Hall, Inc., requesting that when an opening is available someone from the Mission Hiring Hall be appointed to the HRC Employment Committee..

- From Robert F. Alioto, Superintendent of Schools, stating support of the HRC recommendations on gifted students adopted at the November 18th HRC meeting, but pointing out that a Board of Education Gifted Program Committee will continue to function in lieu of the HRC recommendation that a City-wide advisory committee be reactivated.

EMERGENCY AGENDA ITEM

Pending International Hotel Eviction

- It was m/s/c that the HRC consider this item without its having been on the formal agenda.

Chairperson Mezey introduced David Prowler, a Housing Specialist with the HRC, who has worked as liaison between the International Hotel Tenants Association and the Sheriff's Office for a number of months regarding efforts of the Four Seas Corporation to evict tenants and demolish the structure for commercial purposes,and efforts, and on the other hand, of supporters and tenants to retain the structure as low-income housing.

The HRC support of retention of the hotel as low-income housing (for, largely, elderly Filipino men of limited incomes) dates back to 1968, and it has taken several formal actions in this regard.

Mr. Prowler announced that Sheriff Richard Hongisto and Undersheriff James Denman were under extreme pressure to carry out court-ordered evictions by a finding of contempt charges against them and efforts politically to remove them from office. He said both men also feel they are liable for civil action against them by the owners of the hotel.

He said also that a five-day notice of eviction expired (for the tenants of the ground-floor stores) on January 12th and an order for the tenants would expire January 19th. He also reviewed the status of requests for a stay of execution of the eviction order, and other legal steps. Mr. Prowler said that he felt that if there is an eviction operation carried out by the Sheriff's Office, that the supporters can produce up to 3,500 people to protest it. He said, "There is a high potential for violence in the case of an eviction at the International Hotel." He said sheriff deputies have been training at Hunters Point in the expectation of resistance.

Mr. Prowler read the text of a resolution he had drafted for HRC consideration, saying that some of the tenants and the Sheriff felt adoption would be very helpful to the situation.

Mr. Prowler reviewed in detail recent legal developments through actions by the Housing Authority, the Tenants Association, the Four Seas Corporation, etc. and gave the status as of the moment of discussion.

Commissioner Morrissey asked for clarification of the principles and human rights involved in this issue. Chairperson Mezey and Commissioner del Portillo stated that the HRC, given its long support for retention of the hotel, was seeking to see that all possible legal actions by all parties be carried out before eviction and/or demolishment take place. Commissioners Herring and Grafilo emphasized the importance of the HRC's voice on behalf of the poor, and on behalf of maintaining calm in the face of possible violence.

Commissioner Fine noted that the long HRC support in this instance was based on two positions:

1. That given the ever-shrinking supply of low-income housing in the City, no conversions or demolition should take place on existing stock unless there were replacement housing of the same income level, and
2. That the International Hotel comprised a unique community of largely elderly Filipino men for whom it was a cultural center as well as a residence in an area with shops and services they needed.

After further discussion, it was

**** m/s/c that the HRC adopt a Resolution on the International Hotel, urging that evictions not be carried out, and commending Sheriff Richard Hongisto and Undersheriff James Denman for their efforts towards preventing the "possible violence and tragedy" of an eviction action. The complete text is attached to these Minutes.

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The vote was unanimous except for Commissioner Morrissey, who stated for the record: "Based on that fact that I don't have enough information, I vote No because I can't abstain." He said that in his opinion it would be "chaotic if the Sheriff could decide himself whether or not he should obey the order of the Court."

Mr. Prowler urged individual Commissioners to contact the Mayor, the Sheriff, Supervisor Quentin Kopp, and others expressing their personal feelings about retention of the hotel and prevention of the carrying out of evictions.

NOMINATING COMMITTEE

- Commissioner Maxwell announced that the Committee, which she chaired, with Commissioners Morrissey, Lyon, Sing, Grafilo, and Silva, was recommending nomination and election of Chairperson Mezey for a second one-year term as chairperson of the HRC and Commissioner Yamakawa for a second one-year term as vice-chairperson. No further nominations were offered;

It was then:

**** m/s/c that the nomination and election recommendations be adopted.

Chairperson Mezey made a brief acceptance statement. Commissioner Morrissey made a brief commendation to Commissioners Mezey and Yamakawa for their past service.

SPECIAL ORDER

- Martin Johnson et al.vs. Peter Kiewit Sons - Chairperson Mezey announced that seven Commissioners had met before this meeting and did not reach agreement. All eight Commissioners hearing this case have to either affirm, modify, or reverse the charges of discrimination brought by a group of minority truckers against this firm.

Another meeting to try to resolve this case was scheduled for 8 a.m.,before the HRC regular meeting of Thursday, January 27th. The meeting will be at Knight's Restaurant on McAllister Street across the street north from the Main Library.

- Meeting with Pacific Telephone Company Re: Clarification of HRC Order in Sexual Orientation Discrimination Case.

Chairperson Mezey, Director Mickins, and Commissioners Morrissey and Yamakawa met January 4th with Alan Nelson, General Counsel for Pacific Telephone & Telegraph Company, and J.B. Fottrell, District Manager Employment, to clarify the HRC position that the PT&T response to the HRC decision of October 28, 1976 was not adequate. The HRC reiterated the expected response to the HRC Order was:

1. That PT&T would make a statement specifying that it would comply with Chapter 12B of the Administrative Code regarding sexual orientation and

2. That the utility would detail the steps it had taken to, as directed, "publish" this statement. This would include notification to union contract holders, employment departments, posting of the statement in prominent places, and notification to the press of its action.

Chairperson Mezey said to date there had been no response to this meeting of January 4th and that there would be a subsequent HRC meeting on January 27th at 9:30 a.m. in Closed Session with a member of the City Attorney's staff (the Closed Session is legal under the Brown Act since it regards remedies possibly involving litigation). That meeting will start before the HRC's regular meeting of that date in the Main Library Commission Room.

- Public Hearing on Proposed HRC 1977-78 Budget - Director Mickins

Using as reference a breakdown of the preliminary Budget Summary the HRC has prepared on request from the Office of the Mayor, Director Mickins discussed its details.

Using
Highlights of this discussion:

1. The HRC's permanent Civil Service staff has remained at 13 for approximately ten years. The current request is for a total of 25 new positions, including a Deputy Director, four new HRC Representatives (the additions of sex, sexual orientation, disability, and age to the Nondiscrimination Ordinance were not accompanied by staff positions to deal with this extra work), six Affirmative Action Officers (the vast billion-dollar Waste Water Management project will greatly increase the contract compliance requirements of the HRC), and eleven HRC Specialists (many of them CETA employees who have been monitoring affirmative action with the private sector and doing extensive community liaison work for more than a year).

2. The full budget request which will follow this summary will include supportive statistics and job descriptions for each new position, showing how and why they are needed to fulfill the HRC mandate.

3. Permanent salaries budgeted in 1976-1977 totaled $212,618. This summary requests $529,481 for the greatly-expanded permanent staff.

4. The total requested in the summary is $731,648, compared to the $330,175 budgeted in 1976-1977.

There was no comment from the audience to this Public Hearing on the HRC's Proposed Budget.

Director Mickins said that in view of the greatly-expanded HRC staff responsibilities over the years by action of the Board of Supervisors and its failure to provide adequate staff, this Budget as presently proposed was in line with carrying out the HRC mandate effectively.

It was pointed out that individual Commissioners' input was important in detailing to the Office of the Mayor the importance of the HRC staff and budget support needs.

**** Commissioners requested copies of the schedule of hearings and action on adoption of the City Budget.

- David Treanor, HRC Office Manager, who has worked on the HRC Budget, was introduced.

ADMINISTRATIVE

David Yamakawa, Chairperson

- Supplemental Policy Statement on HRC's Role in Recruitment, Referral, and Placement'- Vice-Chairperson Yamakawa

Commissioner packets contained a copy of this proposed statement, which was read in full by Commissioner Yamakawa. It referred to the policy adopted on June 10, 1976 (at the request of a number of community agencies) phasing out recruitment, referral, and placement efforts of the HRC and increasing the emphasis on affirmative action and conteact compliance.

Commissioner Sing expressed strong reservations to the wording of the Supplemental Policy Statement as proposed. This opened a long discussion, entered into by Commissioners Grafilo, Herring, Maxwell, Morrissey, del Portillo and others.

**** Chairperson Mezey referred the Supplemental Policy Statement back to the Administrative Committee to be re-written encompassing the suggestions from the members of the HRC at this meeting.

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YOUTH & EDUCATION
Sister Bernadette Giles, Chairperson
William Wesley, Co-Chairperson

- Scope of Guidance Task Force - Vice-Chairperson Yamakawa.

At the direction of the HRC in November, Vice-Chairperson Yamakawa met with the Superintendent of Schools to review recommendations of the HRC regarding establishment of a task force on suspensions. Included in the packets were copies of a letter written to Vice-Chairperson Yamakawa by Dr. Lane E. DeLara, Associate Superintendent, Instruction Services, San Francisco Unified School District. Dr. DeLara wrote that the Director of Pupil Services, Walter Phillips, and his staff have recommended that such a task force be set up, and that it be called a guidance task force, with suspensions "a part" of the overall responsibility of this group. Dr. DeLara wrote also that four (of the HRC's original seven) HRC recommendations would be followed up on: proposed alternatives to suspensions; evaluation in terms of effectiveness in changing behavior for the student suspended and for the teacher or administrator suspending; advocacy of grievance procedures at the school site; and the addition (to HRC recommendations for a makeup of persons "broadly-based") of representatives from the District Pupil Services Department, Special Education, administrative and teacher organizations.

There was reaction to the DeLara letter from several Commissioners. Commissioner del Portillo's reactions were three-fold: that the title of the proposed task force was "watered down" to "guidance task force"; that its duties were limited in light of the HRC's original seven recommendations; and that including members from the District staff was nonproductive in terms of examining policy.

Commissioner Giles felt that the District's willingness on four substantive recommendations was a positive step in moving towards eradication of the suspensions record, which shows, in her opinion, clearly that there is a disproportionately large number of minority students suspended in the public schools.

Commissioner Morrissey said he was most interested in there being investigation of whether there is any form of racial discrimination in the fact of heavy minority student suspension rates.

Commissioner Yamakawa pointed out that both in June and in September the HRC had written its recommendations and concerns to the School District. The most significant School District omissions were relative to investigation of identifying certificated staff especially effective in working with students, reactivation of a City-wide Council, and dissemination of the work of a task force on suspensions.

It was

**** m/s/c that the HRC notify the School District, through a visit of Commissioner Yamakawa to Dr. DeLara, that:

1. It objects to the working "Guidance Task Force", which potentially could put suspensions "on the back burner while it concentrates on other matters."

2. It requests again investigation of reasons for disruptive behavior.

3. It requests that the persons from the District staff recommended by Dr. DeLara as members of a task force have only resource functions and not regular, voting membership.

- Discussion with New Board of Education Commissioners

The committee met January 6th with newly-elected Commissioners of the Board of Education, Peter Mezey, Ben Tom and Bill Maher. Committee members and the new Commissioners discussed a number of HRC concerns:

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1. Early adoption of the San Francisco Unified School District Budget: The new Commissioners pointed out that this will be difficult due to the fact the new Board will be negotiating with a collective bargaining unit, but they generally favored as early an adoption as possible.

2. That community representatives participate in interviewing candidates for new posts in the District. Generally the new Commissioners stated they intended to study the Administrative policy and would issue a Board policy, following public input.

3. The concept of magnet schools (e.g. for the performing arts). Board Commissioners warned against setting up an "elitist type" of school and generally expressed considerable reservations with the proposal.

4. Retention of Teachers. The newly-elected Commissioners generally felt they would accept no contract with the collective bargaining agent that did not provide some kind of evaluation.

5. Suspensions. The general impression was that the members are knowledgeable about the suspension rate, that they are deeply concerned about it, but that while it is not the best means, at the moment they have limited alternatives.

- Chairperson Mezey announced that the HRC has again written requesting that the Family Life program be considered by the newly-constituted Board of Education.

GAY ADVISORY
Phyllis Lyon, Chairperson

- Annual Report on Activities of the Gay Advisory Committee in Conjunction with the Duties of the Gay Community Liaison Worker - Jo Daly.

Legislation

Various pieces of legislation which addressed themselves to discriminatory practices and policies based on marital status, sex and sexual orientation were analyzed. Bills which affected police powers and those concerning sex education for doctors and other licensed professional counselors drew attention, as well.

Nationally, the ABZUG Bill was introduced in the House of Representatives, which would grant Gay citizens equal protection under the 1964 Civil Rights Act.

On the state level, the most crucial piece of legislation, which met ultimate defeat, was the Equal Employment Bill designed to grant state-wide job protection for Gay people. With our limited City Ordinance, victims of massive discrimination are justifiably reticent, said Ms. Daly, to make a formal complaint, as long as it remains perfectly legal to discriminate against publicity-acknowledged Gays. The Committee anticipates the introduction of a similar measure this year, and support will be sought from the HRC.

Public Relations

1. At the State Human Rights Commissions conference, staff distributed a publication entitled, "Ending Discrimination Against Lesbians and Gay Men", which Jo Daly compiled with Frank Fitch. This project was privately funded by various individual members of the gay community in San Francisco. This report was designed as a resource tool to aid in the passage of ordinances to extend protection to Gay citizens. It was the result of a request by the 1975 convention of Human Rights Commissions to provide information about ordinances that have been passed in various cities and counties in California and other states. Composed of three sections, the first is a collection of eighteen ordinances now in effect in cities and/or counties. The second section presents a representative sampling of the kinds of organizations that have come out in favor of making discrimination against Gay people illegal.

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Included are letters and positions from a fairly broad-based cross-section of religious demoninations. The last section presents three affidavits from Gay people who believed they suffered discrimination due to their sexual orientation. This was included because the argument that this form of discrimination does not take place is frequently presented as a justification for not passing protective legislation.

2. Travels throughout the state this year took Ms. Daly to various college and universities for speaking engagements, workshops and seminars. Topics, generally, involved legislation and civil rights issues affecting Gay citizens. Additionally, she participated in various radio and television interviews, as well as several newspaper and magazine articles.

Casework

Complaints

	Employment	Housing	Services	Total
A) Informal	65	4	2	71
B) Formal	2	-	-	2

Calls for assistance or general information averaged approximately 14 per month, totaling 168. Very often the callers are referred to other public agencies or organizations. In addition files were made available to five individuals doing research for graduate papers and books.

Gay Advisory Committee Activities

Education

Resolution composed with the Youth and Education Committee, passed by the HRC, concerning the rights of Gay students (to be considered by the Board of Education January 25, 1977).

Civil Service

1. The San Francisco Fire Fighters' examination was considered discriminatory on the basis of military service requirements. The requirements were dropped and the application period extended for the benefit of those who had not yet applied because of the restriction.

2. The San Francisco Police Department, under the leadership of the new chief, assured the Committee that its previous anti-Gay employment policy had been changed.

3. The District Attorney, the City Attorney, and the Public Defender were polled by the Committee, and each adequately responded with assurances that their offices do not discriminate.

Public Hearings

The Committee conducted three public hearings during January of 1976, to give Gay citizens the opportunity to express their problems and concerns. It should be noted that this was the first time that any city agency had sponsored such an event. Testimony covered a broad range of problems in the areas of employment, education, community services, health, housing, police, legal issues, safety, and jails.

The Committee, along with staff, investigated each individual allegation and sought to examine all sides of the issues which were raised. Appropriate HRC committees or other public agencies designed to help with possible solutions were designated in a summary report, with recommendations on the hearings.

Copies of the report have been requested by human rights commissions, legislators, public office holders, gay organizations and individuals throughout the United States, in England, and in Canada.

It is presently being prepared for printing. The Committee has been discussing charging a nominal fee for copies, and postage to defray the expenses of printing one thousand copies.

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Conclusion

1976 proved to be a rewarding year for Gay citizens in this state, particularly in San Francisco, reported Ms. Daly. The Consensual Sex Bill went into effect in January, releasing the estimated one hundred and fifty thousand Gay people in this city from criminal status. Two strong attempts to repeal the measure failed.

With the election of a new mayor, three Gay commissioners were appointed, giving Gay citizens direct input into our city's government for the first time.

The San Francisco Human Rights Commission deserves strong commendation and respect, the Committee feels, for enforcing the law and ordering the Pacific Telephone Company to change its discriminatory employment policy.

Jo Daly was commended for the excellence and completeness of her report.

EMPLOYMENT
David Yamakawa, Chairperson
Alvin I. Fine, Co-Chairperson

- Embarcadero Referral Service - Ms. Eve Williams, Director

After brief introductory remarks from Wayne Redus reviewing the HRC's work since 1972 in helping set up this referral service in the Embarcadero Center complex of downtown offices, hopefully for the increased utilization of minority City residents, Ms. Williams (who was accompanied by Tom Etling, President of the Embarcadero Referral Service Board of Directors) gave her report.

Highlights of that report, a full copy of which was provided each Commissioner

1. The report covers October 1, 1975 to October 1, 1976, its first year of operation. Planning involved the HRC, the Center, and the Redevelopment Agency.

2. Organized on a non-profit basis, ERS was designed to facilitate employment opportunities for minorities and women in white-collar jobs. ERS is governed by an eight-member Board of Directors and one ex-officio Director from the minority community, with additional support by an Advisory Committee.

The need for such a project was based on the fact that, generally, in high-rise development projects, affirmative action programs usually effective in the placement of only blue-collar workers. But when the project is completed, the affirmative action program is usually discontinued. Since the completed office buildings provide white-collar jobs,in firms which might not have affirmative action programs, it was felt that ERS could fill this void.

It was also felt that the affirmative action approach should be a "voluntary" one, i.e., member firms whose participation would be based on their needs as requisitioned and not as a result of court-mandated actions. This policy of "voluntariness" has enabled ERS to establish a Skills Bank.

3. The white-collar employee total in the three office buildings, the hotel, and the shopping arcades is now approximately 11,500, Ms. Williams said. Of that number, 5,150 are affiliated with ERS.

When the remaining complex building (Embarcadero Four) is completed, the employee total will be an estimated 15,000. Recruitment plans for new member firms located in the recently-completed Embarcadero Three are presently under way. Any person or firm wishing to participate can subscribe to the service. Yearly fees range from $300 to $2,500, depending on the number of employees. ERS is not limited to use by tenants in the Embarcadero Center complex.

As of October 1, 1975, there were some 20 firms supporting the project. To date, the corporation has grown to 32 firms, 7 of which are located outside the Embarcadero Center.

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4. Intake, referral, career counseling and recruitment of applicants have been the gist of the delivery of services at this time.

INTAKE is accomplished in several ways:

1) A "drop-in" service is open to applicants on a non-fee basis, Monday through Friday, 10 - 3p.m. Anyone seeking an office job may apply, though emphasis is placed on minorities and women. To date a total of 1,408 applicants have been placed on minorities and women; 311 as Caucasian women; and 80 as Caucasian men.

2) By mail: Resumes may be sent by mail.

3) Telephone call.

REFERRAL of the applicant to a job follows a prescreening interview. Of the 417 requisitions received, 97 placements were made, a placement percentage of 20.8%.

RECRUITMENT is accomplished in several ways:

1) Mailing of Job Openings Bulletin to some 100 resources located in the Greater Bay Area.

2) All free advertisings such as:

Public Service Announcements with 23 Bay Area radio stations.

5. For the first six months, the director was assisted by firms who contributed "in-kind" staff services, members of the Board of Directors, volunteers, and OJT's from various community agencies. To date, there has been an average of 2 full-time employees, assisted by an additional 2, either on-the-job training from CETA funded projects or volunteer or both.

MEMBER FIRMS

American Building Maintenance Ind.*
American Health Care Plan
Automated Services
Copy Control Systems
Crowley Maritime Corporation*
Coldwell Banker
Dymo Industries, Inc.
Embarcadero Center
Federal Home Loan Bank*
Frank B. Hall & Company*
Fred S. James Company
GATX Leasing Corporation
Glumac and Webster
Hurdman and Cranstoun
Hyatt Regency
Insurance Company of North America
ITEL Corporation
Levi Strauss & Company
Lillick, McHose, and Charles
Liquid Air
Mitshubishi International Corporation*
Potlatch Corporation
Security Pacific National Bank
Stauffer Chemical Company
Towers Perrin Forster & Crosby Inc.
Uniplan Corporation
United California Mortgage
United Vintners*
U.S. Department of Housing & Urban Development
U.S. Department of Transportation
Western Women's Bank*
Woodward Clyde Consultants

*PLACEMENTS	97		
Percentage of Minority Placements			69%
Percentage of Non-Minority Placements			31%
Placement Breakdown			
General Clerical		Minorities	59%
		Non-Minorities	24%
Management Trainee		Minorities	3%
		Non-Minorities	1%
Middle Management		Minorities	5%
		Non-Minorities	5%
Professional		Minorities	2%
		Non-Minorities	1%

REQUISITIONS:	417	
Breakdown		
General Clerical		87%
Management Trainee		1%
Middle Management		5%
Professional		7%
*Overall Placement Percentage		20.8%

Applicants, Job Requisitions, Placements

October 1, 1975 ----October 1, 1976

	MINORITIES		NON-MINORITIES		TOTAL
APPLICANTS	F	M	F	M	
	786	231	311	80	1408
REQUISITIONS					
General Clerical					363
Management Trainee					4
Middle Management					20
Professional					30
					417 TOTAL
PLACEMENTS					
General Clerical	50	7	18	5	80
Management Trainee	2	1	1	0	4
Middle Management	4	1	4	1	10
Professional	1	1	0	1	3
					97 TOTAL

Ms. Williams said the first-year operation budget of the ERS was $41,000: $10,000 from the Embarcadero Center management; $10,000 from a private grant; and $21,000 from membership fees.

She said she welcomed assistance and contact from members of the HRC in reaching communities from which there had not been active response to the Service work.

- Requested HRC Endorsement of Proposed Resolution Providing for Community-Based Small and Ethnic Minority Business Participation in Contracts for the San Francisco Waste Water Project.

Mr. Jerry Johnson of the Black Business Association provided copies of the proposed resolution which was to be heard by the Board of Supervisors' Community Services Committee the next day, January 14th. He discussed it in great detail.

Chairperson Mezey reminded him that the HRC would have to consider action on such a measure on recommendation from a Standing Committee, unless it voted to suspend its rule on new matters in this case. She expressed her opinion that since it was clearly a matter of direct and on-going concern to the Employment Committee, its input and recommendation was necessary before full HRC action.

Mr. Johnson said that the resolution had originally been proposed in May of 1976, but that many legal complications had delayed formal consideration of it until now.

- Commissioner Sing moved that the HRC rule about prior Committee discussion be suspended. The motion failed for lack of unanimity which is required for suspension.

- Commissioner del Portillo asked that HRC staff be directed to appear at the Community Services Committee meeting on January 14th to testify on what aspects of it they could.

****Chairperson Mezey directed staff to do this.

Mr. Johnson was asked to provide the Employment Committee with details on the Waste Water Management project affirmative action requirements.

- Hearing on Proposal to Disband the Commission on the Status of Women.

Chairperson Mezey announced that she had met with Supervisor Terry Francois, who had originated the proposal to disband, and with members of the Commission on the Status of Women. A letter has been sent on behalf of the HRC to the Board of Supervisors, pointing out what functions the Commission performs that the HRC has no staff or authority to do, and pointing out areas the Commission deals with that the HRC has no expertise in.

- Gay Advisory Committee Re-Appointments

Chairperson Mezey announced the re-appointment for one-year terms of Larry Littlejohn, Pat Norman, and Charles Larson to the Gay Advisory Committee. She requested the Administrative Committee to draw up guidelines for appointments to this Committee, length of service, etc.

- Standing Committees

Chairperson Mezey will be making a review of Committee assignments.

NEW MATTERS

- Mei Lun Yuen Housing Project (formerly called the Stockton-Sacramento Street Project) - Commissioner Sing.

The HRC already has endorsed this Chinatown project for low and moderate-income housing. It once again faces opposition from nearby Nob Hill residents.

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Known to the Chinese community as "Mei Lun Yuen", or Garden of Beautiful Neighbors, the federally-funded project is to provide 140 units for elderly housing and 35 units for families. Although Mei Lun Yuen will hardly make a dent in relieving the housing dilemma in Chinatown (worst in the City), residents have to date put in six years fulfilling local and federal clearances and combating lawsuits and other efforts by Nob Hill groups to stop the project. Three Nob Hill organizations - the 840 Powell Street Association, the Nob Hill Association, and the Nob Hill Neighbors - have opposed the project based on allegations of blocking their views, increased property taxes, and traffic, air, and noises pollution.

The Nob Hill groups recently criticized Mei Lun Yuen to the Department of Housing and Urban Development in its Environmental Impact Statement for the project. Chinatown residents, however, under the leadership of the Chinatown Coalition for Better Housing, countered the criticisms with over 1,800 letters in overwhelming support for the project.

Before construction can begin, the project must obtain still another approval this time a "Conditional Use Permit" by the City Planning Department for the residential and commercial parking garage. The permit is needed because current zoning for the site does not allow a garage as an acceptable commercial use. Advocates and sponsors for Mei Lun Yuen argue that the garage is an integral part of the project in providing a platform on which to build family housing and open space, and to offset construction costs. Nob Hill groups are again expected at the hearing to oppose the project.

The hearing before the City Planning Commission is scheduled for Wednesday, January 19th, at Commodore-Stockton School at 7 p.m.

On motion of Commissioner Sing, it was

**** m/s/c that the HRC re-affirm its past support of the Stockton-Sacramento (Mei Lun Yuen) housing project in Chinatown. The Commissioners did not, however, take a position on the issue of the controversy over the garage.

- Letter to Mrs. Donneter E. Lane

The HRC agreed to authorize the writing of a letter of commendation to Mrs. Donneter E. Lane, Chairperson of the San Francisco Council of Churches planning the Martin Luther King Day celebration, and stating that the HRC recognizes the many years of effort Dr. King devoted to the cause of human rights.

CALENDAR MATTERS

- The next regular meeting of the HRC will be Thursday, January 27th, at 9:15 a.m. in the Third Floor Commission Room of the Main Library

STANDING COMMITTEES

Administrative	Tuesday, January 25, 1977 9 a.m. HRC Offices
Employment	Thursday, February 3, 1977 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco

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Youth & Education	Thursday, January 20, 1977 3:30 p.m. Thursday, February 3, 1977 Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco
Police Liaison	Wednesday, January 19, 1977 4 p.m. Third Floor Commission Room Main Library - Civic Center San Francisco
Housing & Urban Development	To be announced
Social Programs	Tuesday, January 18, 1977 10 a.m. HRC Office, Room 509 1095 Market Street - San Francisco
Gay Advisory	Tuesday, February 1, 1977 12 Noon HRC Office, Room 509 1095 Market Street - San Francisco

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM:JC:PA
1/18/77

ATTACHMENT: Resolution on the International Hotel

CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street
Suite 501
San Francisco, California 94103
Telephone 558-4901

HUMAN RIGHTS COMMISSION
RESOLUTION ON THE INTERNATIONAL HOTEL

The San Francisco Human Rights Commission continues its support of the International Hotel Tenants' Association. The Commission, urges the Housing Authority, the Office of the Mayor, the Sheriff's Office, the Board of Supervisors and all San Franciscans to join in the effort to prevent eviction of the tenants of the Hotel and to maintain the International Hotel as a housing resource for low-income elderly tenants.

The San Francisco Human Rights Commission recognizes the volatility, possible violence and tragedy of an eviction action at the International Hotel. We commend Sheriff Richard Hongisto and Undersheriff James Denman for their efforts towards preventing this tragedy, and oppose any efforts toward their removal as Sheriff and Undersheriff of San Francisco.

Adopted by the HRC 1/13/77

mf.

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of January 27, 1977

NEXT MEETING:	Thursday February 10, 1977 9:15 A.M.
	Commission Room, Third Floor Main Library, Civic Center

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Caryl Mezey (presiding), Vernon Alley, Carlota del Portillo, Rabbi Alvin I. Fine, Mary Bernadette Giles, Antonio Grafilo, Sylvester Herring, Phyllis Lyon, Enola Maxwell, Lillian Sing, David K. Yamakawa, Jr. Nadim M. Zarour.

Excused: John Morrissey, Dan Silva, William Wesley

Staff

Present: Grant S. Mickins, Jack Casford, Jo Daly, Don Hesse, Stanley Lim, Joe Meza, Wayne Redus, Gail Roberts

Pledge of Allegiance

Minutes of Meeting of January 13, 1977 approved.

COMMUNICATIONS

- From Gilbert H. Boreman, Clerk of the Board of Supervisors, to the heads of all departments and agencies regarding a meeting to be held February 1, 1977, at 3 p.m. in Room 300, 101 Grove Street, to discuss a revised model Conflict of Interest Code.

- To Alan Nelson, General Counsel, Northern Division, Pacific Telephone & Telegraph Company, from Chairperson Mezey, re-emphasizing the HRC's order of November 15, 1976, regarding the Pride Foundation's sexual orientation discrimination charges against PT&T. The original order, wrote Chairperson Mezey, had not been satisfactorily covered in the PT&T response of December 15, 1976. Mr. Nelson was notified that the HRC had scheduled the first hour of its meeting of January 27, 1977, as a closed session under the Brown Act to discuss with Judy Teichman of the City Attorney's Office possible remedies for PT&T's noncompliance with the November 15th HRC order. See under Special Order section of these Minutes for further action on this issue.

- From Gerald W. Johnson, Executive Director, Minority and Small Business Task Force, thanking the HRC for the opportunity to address it on January 13, 1977, at which time he sought its endorsement of a proposed resolution to be submitted to the Board of Supervisors providing for community-based and ethnic minority business participation in contracts for the San Francisco Waste Water Project. The resolution, Mr. Johnson reported, was postponed until February 11th by the Community Services Committee of the Board of Supervisors, and he requested time to speak to the HRC's Employment Committee before then.

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**** Wayne Redus of the HRC staff was asked to contact Mr. Johnson in order to arrange this presentation for either the February or March Employment Committee meetings.

- From Peter Mezey, Commissioner, Board of Education, a copy of a letter he wrote to Dr. Robert Alioto, Superintendent of Schools, requesting that he take action on the Board consideration, and, if passed, District implementation of a resolution regarding the Gay Community and family life curricula.

- From State Senator Milton Marks, agreeing to introduce legislation that would require all state agencies to categorize Samoans as Samoans.

- From Julia Schneider, Executive Assistant to the Board of Education, advising that the Budget and Finance Committee of the Board will meet February 1st to review the 1978 fiscal year budget calendar. The HRC on October 4, 1976, had requested that it be advised under its support for early adoption of School District budgets.

- From Jane Bond Moore, County Coordinator, Open Road (a youth work opportunities and apprenticeship organization, at 149 Ninth Street, San Francisco, 864-5180), requesting time to speak to the HRC about Open Road work.

- From James F. Reynolds, Western Region Representative, International Association of Human Rights Agencies, announcing cancellation of a proposed joint meeting with the National Association of Human Rights Workers because of the latter's shift from Pasadena to Detroit.

- From Ernest C. Ayala, Executive Director, Catholic Youth Organization, asking participation in a meeting to develop an advisory board to help guide major programs such as Centro Latino, Jamestown, Youth at the Cross-X-roads, and Student Opportunity Service at a meeting January 19th at Centro Latino, 1292 Potrero Avenue, at 7:30 p.m.

- From Charles J. Jung, Executive Director, Economic Opportunity Council of San Francisco, thanking Director Mickins for his participation in an EOC Affirmative Action Workshop on January 17th.

- From Mayor Moscone, a copy of a memorandum to all City department heads, informing that the City has reactivated its Sacramento legislative office and that Edward R. Gerber has been appointed as the City's state representative.

- From Vivian Neal, Communications & Public Affairs, Bay Area Urban League, Inc., announcing the annual meeting and banquet March 26th at 6 p.m., at Goodman Hall, Jack London Square, Oakland. For information contact 922-5050.

- From Samuel Garcia, Chairman, Human Relations Commission, Fort Worth, Texas, a copy of a letter sent to President-Elect Jimmy Carter, with a number of recommendations for federal action in the field of equal opportunities.

SPECIAL ORDER

Prior to this regular meeting, members of the HRC met on two issues:

1. Consideration of the response of the Pacific Telephone & Telegraph Company to the HRC order of November 15, 1976, in the sexual orientation discrimination charges in Pride Foundation vs. PT&T.

Chairperson Mezey announced that the HRC has received the draft of a written response from PT&T to its follow-up letter of January 17th re-emphasizing the HRC's original order in detail. Chairperson Mezey said the draft response was satisfactory to the Commissioners and that its text would be made public when a signed original copy is received from PT&T.

2. Continued deliberations in the Martin Johnson et al. vs. Peter Kiewit Sons discrimination case.

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Chairperson Mezey announced that the HRC had agreed on a method of operation on this case, and that there would be an announcement very soon.

Initiated by Commissioner Sing, it was

**** m/s/c that the HRC write a letter of thanks to Mr. Yuji Mitani, an attorney on the staff of the San Francisco Neighborhood Legal Assistance Foundation, for his legal research contributions in the Martin Johnson et al. vs. Peter Kiewit Sons case, and to the Foundation itself for lending his services to the HRC.

Chairperson Mezey paid tribute to David Prowler, HRC Housing Specialist, for his liaison work in the International Hotel issue, especially in helping maintain communication between hotel tenants and supporters and the Sheriff's Department. Chairperson Mezey said Mr. Prowler represented the kind of fine work the HRC can contribute in the community. She stressed that Mr. Prowler works as a CETA (Comprehensive Employment Training Act) employee, at a modest salary, without fringe benefits, and that the HRC has no means of offering adequate compensation to a staff person of his skills. "I think we all are enriched by this kind of activity on the part of staff," she said.

ADMINISTRATIVE
David Yamakawa, Chairperson

- Supplemental Policy Statement on HRC's Role in Recruitment, Referral and Placement: Second Discussion

This statement had been referred back to this committee on January 13th to be re-written encompassing suggestions from the HRC members.

Commissioner Yamakawa read in full a memorandum prepared by Commissioner Sing, encompassing some of the points covered in the original Committee statement (read January 13th to the HRC) and adding some other points. The Administrative Committee reviewed this memorandum at its meeting January 25th. Commissioner Yamakawa said that the Committee felt, at its meeting, that adoption of Commissioner Sing's statement would commit the HRC to doing more, rather than less, in the field of job recruitment and referral.

Following reading of the Sing memorandum in full, there was considerable discussion. Commissioner Sing emphasized that she felt it essential that the HRC use all its resources to help communities to develop recruitment agencies, especially in neighborhoods that do not have them.

**** After further contributions from Commissioners Mezey, Maxwell, Fine, Giles, Yamakawa, and del Portillo, and failure of a motion by Commissioner Sing that her re-writing of the statement be adopted, Chairperson Mezey directed that copies of Commissioner Sing's suggested statement be provided to each Commissioner in advance for further discussion at the next HRC meeting on February 10th. Committee chairpersons were reminded that action statements should be provided in advance to Commissioners before discussion, and Commissioner Sing expressed her strong regret that this had not been done in this case.

POLICE LIAISON
John Morrissey, Chairperson
Sylvester Herring, Co-Chairperson

- Report on Meeting with Sgt. Henry Williams, Director of the Police Community Relations Unit, and Henry Izumizaki, Coordinator of the Citizens Safety Project.

The recent headlines concerning the Police Department's Police Community Relations Unit prompted the Committee to invite its new Director, Sgt. Henry Williams, to report on the current status of the PCR. The HRC has consistently

supported the PCR and its work, and it was concerned about its future in light of recent personnel changes in the unit.

Sgt. Williams made the following points:

1. That PCR will remain "as is" with a complement of 12 members.
2. The unit currently is assessing its activities to develop unity between uniformed personnel, the unit, and community.

3. That the big problem still remains: namely, that the PCR has not been accepted by patrolmen in the street. To overcome this, PCR members will visit all the police stations and two PCR representatives will base their operations in the police station of that area.

4. The PCR will continue to have specialized personnel to deal with particular groups. However, while there are officers specializing in Gay, Latino, Asian and Black activities - these officers will be "interchangeable"... that is, their specialities will not limit their activities solely to that area of their expertise.

5. Major purposes will include: interpreting the role of the Police Department to community groups; developing programs designed to prevent crime, and in general supporting uniformed line forces by establishing a firm relationship between PCR, crime prevention personnel, and the community.

6. The Chief of Police intends to keep the PCR unit intact.

- Citizens Safety Project. Henry Izumizaki, Coordinator of the project, discussed the following:

1. The program is called SAFE (Safety Awareness for Everyone) funded with $342,000 of LEAA (Law Enforcement Assistance Act) federal funds and $34,000 City funds.

2. The program is designed to involve citizens in crime prevention with three major focal points:

   a. To reduce the opportunities for crime by organizing block club meetings to educate citizens on how to secure their homes without causing them to become fire traps and other crime prevention training.

   b. Operation I.D. in which valuable property is etched with driver's license numbers, and

   c. Neighborhood Involvement Planning for Services, in which citizens may expand their involvement from seeking improved police services to other kinds of services such as health and recreation.

3. A staff of 14 administers the central office and five (5) area offices. More federal funds are being sought to hire 18 additional staff, some to be employed on a part/time basis.

4. Mr. Izumizaki cautioned the Committee on accepting a reduction in the crime statistics as an indication of the program's success by saying: "As people become involved in crime prevention, more crime will be combated by the police and subsequently more crime will be reported."

5. Mr. Izumizaki said that he was vaguely familiar with the Police/FBI program announced jointly by Chief Gain and Director Charles Bates of the FBI. He said that the SAFE program is based on educating and training citizens in crime prevention, whereas the Crime Resistance program emphasizes citizens' providing of information to law-enforcement authorities to help in the apprehension and arrest of criminals.

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6. A major objective is the involvement of the business community in the SAFE program to promote special security needs, such as:

a. Allowing crime preventive tips to be included in all utility bills.

b. Encouraging employers to allow employees to participate in juries, advisory committees, and other governmental bodies dealing with crime prevention.

c. For senior citizens: providing free travelers' checks by banks; promoting merchants to accept them, and providing credit accounts in lieu of change due, thus freeing the elderly from the need to carry any cash.

DIRECTOR'S REMARKS

- Salary Standardization Failure to Recommend Staff Salary Increases.

Of the permanent Civil Service staff of 13 at the HRC, the current budget recommendations of the Civil Service Commission call for a salary increase of approximately 5% for the Director;.02% for the five clerical staff, a total of $147 increase for the year , and nothing for the two Coordinators and five HRC representatives. In 1976 fiscal year), the professional staff received a 2½% increase in a year when the cost of living increased more than 12%; for the fiscal 1977-78 (beginning July 1st), when the cost of living in the City has increased approximately 10% overall, they are recommended for zero increase. Director Mickins asked the individual help of Commissioners to impress on the City administration that the expertise of senior staff members cannot be readily duplicated; that they, individually, deal with peers in other governmental agencies and private business with substantially higher salaries, and that this serious inequity is the result of current methods of comparing their salaries with human rights commission staffs in much smaller Bay Area counties. It was pointed out that in the immediate Bay Area, professional staffs of commissions average perhaps two or at the most four (with, in most cases, far less legal responsibility than the HRC here) in number, and that they serve much smaller populations.

**** Commissioner Herring asked the members of the HRC to suggest the names of organizations interested in submitting ideas for the training of new recruits to the Police Department. HRC staff was asked to provide this information to the Commissioner.

- Fisherman's Wharf Restaurants

The law firm of James Purcell has been hired by sixteen Fisherman's Wharf restaurants (excluding the World Trade Club) seeking declaratory relief from complying with HRC workforce affirmative action reporting requirements.

For months the HRC has been reporting on efforts to obtain workforce reports from two major Wharf restaurants.

- Building Trades Council

A labor law firm has written to Director Mickins stating that the Council is urging it to file a federal court suit to contest the HRC minority utilization manpower goals, especially for women in apprenticeship, and that the firm is seeking more information before advising the Council on compliance.

- Response to Supervisor Feinstein re: Utilization of CETA Employees.

Director Mickins read in full his reply/report in detail on the CETA employees assigned to the Human Rights Commission, as had been requested.

Mr. Phil Arnold, of the staff of the Budget Analyst for the Board of Supervisors, also prepared a report on utilization of both CETA and permanent staff employees after a long discussion with Director Mickins and others of the HRC staff. The main two recommendations to the Finance Committee of the Board:

1. That the HRC cease to sponsor staff for private community organizations.

2. That there be a re-evaluation of the use of CETA employees (rather than permanent) to perform HRC staff work.

Mr. Mickins' letter to Supervisor Feinstein showed what employees from the CETA staff are receiving training, both inside and outside the HRC office, during working hours, and the three who are attending courses relating to employment and community organization at City College. His letter pointed out that five broad areas of responsibility have been added (by amendment to the Administrative Code) to the HRC's responsibility, i.e., age, sex, sexual orientation, disability, and private property--the latter proposed in a companion measure with disability at present---without recommendation for additional staff.

From his letter, "Of 33 employees, 20 are temporary. No other agency of the City...with such critical mandated functions under law has been forced to operate with nearly two-thirds of its workforce temporary, untested, and untrained. Since becoming Director I have reduced the number of CETA employees by more than one-third. I am strongly and vigorously opposed to compounding the critical problem of the Commission by adding or accepting further temporary employees, for whatever purposes".

Commissioners asked for copies of this letter.

Director Mickins announced that the Finance Committee January 26th recommended that payroll and timesheet responsibilities for persons not working in the HRC itself be transferred to the CETA office directly and also that the HRC be reevaluated for permanent staff (as Mr. Arnold recommended) in the future rather than CETA personnel.

Commissioners also asked for copies of the Arnold report.

- Letter of Commendation to former Commissioner Bartlett.

Chairperson Mezey read in full a letter to Commissioner Bartlett on the decision of the twenty-first anniversary of his becoming Dean of Grace Cathedral of his retirement from the active ministry.

It was

****m/s/c that this letter be sent with the good wishes of the HRC.

Commissioner Mezey will participate in a ceremony for Dean Bartlett on January 30th.

CALENDAR MATTERS

- Chairperson Mezey asked that the second regular meeting of the HRC in March (March 24th) be set aside for a meeting as a Committee of the Whole to discuss by-law, procedural, and ordinance changes.

- The next regular meeting of the HRC will be Thursday, February 10th, at 9:30 a.m. in the Third Floor Commission Room of the Main Library.

- Committee assignments from the Chairperson will be announced shortly.

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STANDING COMMITTEES

Employment	Thursday, February 3, 1977 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco
Youth & Education	Thursday, February 3, 1977 3:30 p.m. Thursday, February 17, 1977 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco
Social Programs	Tuesday, February 15, 1977 10 a.m. HRC Office, Room 509 1095 Market Street - San Francisco
Gay Advisory	Tuesday, February 1, 1977 Noon HRC Office, Room 509 1095 Market Street - San Francisco
Housing & Urban Development	Tuesday, February 8, 1977 10 a.m. HRC Office, Room 509 1095 Market Street - San Francisco
Police Liaison	Thursday, February 17, 1977 4 p.m. Lurie Room, Main Library - 1st Floor Civic Center - San Francisco

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM:JC:pa
2/1/77

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of February 10, 1977

NEXT MEETING:	Thursday February 24, 1977 9:15 A.M.
	Commission Room, Third Floor Main Library, Civic Center

NOTE: See under Calendar Matters Sections of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Caryl Mezey (presiding), Carlota del Portillo, Mary Bernadette Giles, Antonio Grafilo, Sylvester Herring, Phyllis Lyon, Enola Maxwell, John Morrissey, Lillian Sing, David K. Yamakawa, Jr.

Excused: Vernon Alley, Rabbi Alvin I. Fine, Dan Silva, William Wesley, Nadim M. Zarour.

Staff

Present: Grant S. Mickins, Frank Anderson, Jack Casford, Manuel Chaffo, Doug Chan, Med Claveria, Carole Ellison, Don Hesse, Stanley Lim, Joe Meza, David Prowler, Wayne Redus, Gail Roberts, Emmett Rosebrouth, J. David Treanor.

Pledge of Allegiance Not made due to lack of an American flag.

Minutes of Meeting of January 27, 1977 approved with one addition:

At the request of Commissioner Sing, Page 3, under the Administrative Committee, third paragraph, the remarks attributed to her are to include also that her main emphasis was "to make sure that the HRC not continue in referral work, and that she felt that the Administrative Committee had misinterpreted her policy statement as committing the HRC to doing more referral work".

COMMUNICATIONS

- From Lillian Sing, Commissioner, (writing as President of the Chinese American Democratic Club, Inc.), soliciting ticket purchases for the annual Chinese New Year Banquet of the CADC, to be held at the Empress of China Grand Ballroom, March 5th, immediately following the Chinese New Year Parade.

- From Melinda Sacks, Director, Operation Sentinel, suggesting ways in which the HRC could be helped to handle and respond to the hundreds of callers with housing problems being referred to it now that the Council for Civic Unity staff has been cut back.

- From Rosario Anaya, Executive Director, Mission Language and Vocational School, Inc., regreting that she was unable to meet with the Youth and Education Committee of the HRC at its invitation January 6th, and commending it on its good work.

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- From California Superior Court Justice Francis McCarty, a copy of a letter written to them President-Elect Carter suggesting that the initiate heroin maintenance experiments by Federal government establishing clinics to dispense heroin to registered addicts.

- Announcement of the Fourth Annual Community/Human Relations Commissions Conference, March 31- April 3, 1977, in Sacramento.

- From Gilbert H. Boreman, Clerk of the Board of Supervisors, a copy of a Memorandum to all department heads in City government, regarding providing information to the Health Services System and the Controller on part-time/flex-time employment as requested by the Finance Committee.

- To Dr. Z. L. Goosby, President, Board of Education, from Chairperson Caryl Mezey, transmission of the HRC action on December 16, 1976, adopting recommendations on suspensions, and urging careful review of them and an attached Evaluation of Recoomendations on Suspensions, 1975-1976 School Year.

- From Albert Lockridge, Director, Civil Rights Commission of East St. Louis, Ill., a copy of a letter to commissions throughout the nation asking that each request that President Carter declare January 15th (the birthdate of the late Dr. Martin Luther King, Jr.) a national holiday.

- This request was referred to the Social Programs Committee, which was directed to write to President Carter on behalf of the HRC.

- From J. B. Fottrell, District Manager-Employment, The Pacific Telephone and Telegraph Company, Northern California, stating the specific commitments of the utility in response to the recent decision of the HRC in the gay employment discrimination case brought originally four years ago by The Pride Foundation through the HRC. The PT & T stated that it, as a contractor of the City and County, "had not, does not and will not discriminate on the basis of race, color, religion, ancestry, national origin, age, sex or sexual orientation". The letter also contained others specific actions it has taken to disseminate and publish its position.

- From Mayor Moscone, a departmental memorandum giving the dates of public budget hearings. The HRC 1977-78 budget request will be considered Wednesday, February 23rd at 7:00 p.m., at Aptos Jr., High School, 105 Aptos Avenue.

- From Gilbert H. Boreman, Clerk of the Board, a copy of a proposed Charter amendment that would provide that no person who is an officer or member of a labor organization may be appointed to a board or commission which has jurisdiction over any office which employs persons who are members of that labor organization.

- Commissioners wished to have copies of this proposed Charter amendment. Several commented that the proposal potentially would affect the Human Rights Commission, and might mean that no labor representative could serve as Commissioner. It was noted that labor officers in the past have been Commissioners and that one was its chairperson for two terms.

- From Eunice Elton, Mayor's Office of Manpower, a copy of a letter to Manuel Ortiz, Director, California Employment and Training Advisory Office, responding to its several requests for Prime Sponsor proposals to utilize some of the Governor's 4% Discretionary fiscal year 1977 Comprehensive Employment Training Act funds.

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- From "Shamus O'Fang, Reptilian Rules Runner", announcing a radio station promotional snake race for March 17th.

- From John C. Farrell, Controller, asking for HRC comment on a proposed Charter amendment's possible effect on increasing the cost of government if adopted. This was a form letter directed to Director Mickins. The proposed amendment relates to suspension of officers of the City and County and deletion of certain City department members from certain provisions of it.

- From Patrick J. Mahler, Employee Relations Director, Board of Supervisors, a copy of a department memorandum relating to the designation of management employees.

- From Joseph E. Hall, President, San Francisco Branch, National Association for the Advancement of Colored People, a copy of a letter sent to Mayor Moscone concerning the Waste Water Management Program and Mr. Hall's concern over the level and extent of minority employment and entrepreneur participation.

- Commissioner Herring requested that the HRC respond to a number of criticisms made editorially about some of Mayor Moscone's commission appointees by Russ Coughlan, Vice-President and General Manager, KGO-Channel 7.

It was

*****m/s/c that this be done. Chairperson Mezey asked to contribute to the wording of this response letter.

At the request of Commissioner del Portillo, it was

*****m/s/c/ that the HRC agenda be changed to begin with:

EMPLOYMENT

David Yamakawa, Chairperson
Alvin I. Fine, Co-Chairperson

REQUEST FOR SUPPORT FOR RESOLUTION ON WASTE WATER PROJECT CONTRACTS:

Gerald Johnson, President, Black Business Association.

Mr. Johnson appreared originally before the HRC seeking its endorsement of the resolution, "providing for community - based small and ethnic minority business participation in contracts for the San Francisco Waste Water Project," on January 13th. At that time, because the HRC had had no prior notice of such a resolution or its requested support, no action was taken, but HRC staff was directed to appear at a Governmental Services Committee discussion of it January 14th.

- Commissioner Yamakawa announced that the proposed Resolution from the Black Business Association came this time with the recommendation of the Employment Committee (with one dissenting vote) that it be endorsed by the HRC.

Discussion concentrated on the precise terms for certain ethnic minority groups in the "socially or economically disadvantaged persons" categories listed in the proposed Resolution.

- Commissioner Sing asked that the term Oriental Americans be changed to Asian Americans.

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- Commissioner Morrissey asked why Puerto Ricans and other Latino groups were not included. It was pointed out by Commissioner del Portillo that Spanish-surnamed or Spanish Americans was an all-inclusive term in this context.

- Commissioner Grafilo stated that Filipinos are sometimes included, to their displeasure, under both Spanish-surnamed and under Asian Americans.

There was Commissioner concern expressed about the undue length of time this proposed Resolution has been under consideration by the Governmental Services Committee.

It was

*****m/s/c that the HRC endorse the proposed Resolution Providing for Community - Based Samll and Ethnic Minority Business Participation in Contracts for the San Francisco Waste Water Project of the Black Business Association, with the stipulation that the "socially and economically disadvantaged person" categories follow the (specific) ethnic guidelines used by the State of California. A copy of the proposed Resolution is attached to these Minutes.

Mr. Johnson said that the next Governmental Services hearing on this matter is set for March 11th.

- Recommendation on Proposed Amendment by (Civil Service Commission President Darrell Salomon) to Civil Service Rules: Rule 1.03, Affirmative Action Plan.

The HRC was asked to consider two documents: Mr. Salomon's Proposed Amendment to Civil Service Rules, which he discussed before the HRC on December 16, 1976, and an HRC response to this proposed amendment. At that time, he was asked to postpone the hearing on his plan scheduled for December 20th, so that the HRC and the community could have time to study and react to and/or make suggestions for an affirmative action plan. The issue was then postponed to the Civil Service Commission meeting of February 22nd.

Frank Anderson of the HRC staff prepared the HRC's detailed response to Mr. Salomon's plan as discussed December 16th. It states, in part: "The proposed Civil Service Rule 1.03 is not an affirmative action plan. It fails to meet minimum requirements for a plan, as established by the U. S. Equal Employment Opportunity Commission, California State Fair Employment Practices Commission and the San Francisco HRC." Again, it states: "The Salomon proposal lacks a specific operative structure for affirmative action to operate. The complex civil service system warrants a plan that is structured and measurable in relationship to improvement in hiring, training and promotion of minorities and women in all phases of city employment." It lists four "crucial elements" the proposal lacks.

- Commissioner Morrissey asked a number of questions about the HRC response paper to the original Salomon plan regarding its calling for a City Civil Service training obligation. Commissioner del Portillo and Mr. Anderson responded by saying that City departments in fact can and do train for jobs, through on-the-job programs, temporary appointments before examinations for permanent ones, or by cooperation with community job-training agencies.

Mr. Anderson then reported to the HRC that he had spoken by telephone to Mr. Salomon the day before this meeting (February 9th) Mr. Salomon stated he had heard rumors that the HRC was "dissatisfied" with his proposal. Mr. Anderson reviewed some of the concerns in his response paper, and invited Mr. Salomon to appear before the HRC February 10th. Mr. Salomon said he would be try to do so, but he did announce that he had a new draft of a his proposed amendment (Affirmative Action Plan for Equal Opportunities), and asked Mr. Anderson to

respond to his changes from his original plan. Mr. Anderson had stated that he could not do this on behalf of the HRC without reference to the Employment Committee.

Mr. Geoffrey Rothman, of the Civil Service Commission staff, was present, at Mr. Salomon's request, to discuss the changes incorporated in the new draft affirmative action plan.

Mr. Rothman announced that Mr. Salomon's new draft plan has been scheduled for hearing by the CSC for February 22nd.

- Commissioner Yamakawa said that the Employment Committee was recommending that the HRC response paper on the Salomon Affirmative Action Plan be adopted and that a representative of the HRC appear before the CSC on February 22nd on the basis of the paper as a policy set of essential standards to be applied to any proposal for a City affirmative action program.

- Commissioners Grafilo and del Portillo concurred in this recommendation. Commissioner Morrissey questioned whether the HRC was equipped to do a quarterly review of the compliance status of the CSC.

- Mr. Rothman was asked to give a summary review of specific sections of the second, or "new draft", Salomon Affirmative Action Plan for Equal Opportunities and what substantive changes it contained that were more or less in compliance with the HRC's response paper (which he had been sent several days in advance).

The two most substantive changes, he said, were:

1. The requirement that affirmative steps in the selection process occur regardless of whether the division in its discretion determines that there has been an adverse inpact or an invalidity in the selection procedure itself.

2. That utilizing the advice of community representatives, City officials, experts, etc. there be an annual plan detailing what in fact set of actions HRC will do from year to year based on an analysis of the workforce as they see it, and manning the effectiveness of those steps.

*****Chairperson Mezey referred this matter to the work group of the Employment Committee, to meet before February 22nd, to compare the Salomon new draft plan with the guidelines just adopted at this HRC meeting. Mr. Rothman was asked to be available to attend this work group meeting, if so requested.

- Ms. Nikki King of the Commission on the Status of Women annouced that the Commission's Affirmative Action and Civil Service Task Force will be discussing the new Salomon proposal and will have some additional suggestions to make. She said they support the HRC response paper on the Salomon proposed amendment. She said, "Our Commission...feels that the Rules Changes is not really a good plan."

HOUSING AND URBAN DEVELOPMENT
Tony Grafilo, Chairperson
Enola Maxell, Co-Chairperson

- Requested HRC Endorsement of Senate Bill (SB) 3, SB 6, and SB 7, Measures in the State Senate Relating to "Redlining."

- Commissioner Maxwell introduced David Prowler, who described briefly the three measures, introduced by Senator Nate Holden, of the 30th District, Los Angeles. SB 3 would require financial institutions

to provide applicants for mortgage loans within 30 days information why a loan was denied; SB 6 would require banks (as well as savings and loans associations) to report specific information relating to housing loans; and SB 7 would add to the Rumford Fair Housing Act the prohibition of "discrimination in financial assistance by financial institutions on the basis of race, color, religion, sex, marital status, national original or ancestry, or due to the racial, ethnic, religious, or national origin composition of the neighborhood or geographic area surrounding a housing accommodation."

- Mr. Prowler explained that "redlining" is the practice of neighborhood discrimination. Beyond the meaning of banks or loan institutions refusing business or residential purchase or repair loans, other forms include: local government discrimination in the quality and frequency of garbage or street-cleaning services; insurance companies' refusal to insure in certain neighborhoods; and federal home loans policies, discriminatory. Mr. Prowler called redlining a "money embargo." He said he was working on a research project on redlining with representatives of the Mayor's Office, the City Planning Department, and the Office of Community Development which will culminate in a formal report.

It was

*****m/s/c that the HRC endorse SB 3, SB 6, and SB 7.

- International Hotel Status

Mr. Prowler said that the Stay of Execution on Eviction orders is still standing. On February 22nd, arguments will be heard in court on the claim of the Four Seas Corporation (building owners) suit to declare illegal the use by the Housing Authority of eminent domain.

YOUTH AND EDUCATION

Sister Bernadette Giles, Chairperson

- Status of Proposed San Francisco Unified School District Task Force on Suspension: Commissioner Yamakawa.

Commissioner Yamakawa met with representatives of the SFUSD in what he called helpful discussions on the continuing HRC concerns about follow-through on its proposal for establishment of a Task Force on Suspensions. A response from the District is being awaited.

- Report on School Leavers in the SFUSD 1975-1976 School Year with Recommendations - Luis Escobar, HRC Community Liaison.

Commissioners were provided in advance with copies of the extensive narrative and statistical report compiled and written by Mr. Escobar. His work is a follow-up to the report of the previous year on this subject, seeking, again, the cause of drop-outs, the numbers of them and where they occur, and comparisons between 1975 and 1976. Mr. Escobar reported that to date the SFUSD has yet to identify the reasons for the drop-out rates. Likewise, he said, there exists no information concerning a possible correlation between suspension and drop-out rates.

There are nine separate categories of school leavers, including those who reached 18, enlisted in the military, married, were expelled, did not graduate, were truants, left without transfers, were exempted, or took full-time employment.

From figures provided by the SFUSD's Division of Research, Mr. Escobar reported that out of a cumulative high school enrollment of 20,732 (1975-76 School Year) 1,148 were categorized as school leavers,

or 5.5% of the total of all high school students. An additional 1,144 or 5.5% left the District with a transfer, for reasons unknown. No students were expelled.

In the senior high schools, Opportunity had the highest rate 16.7% of its total enrollment who left for reasons known; 15.2% left for reasons unknown from Opportunity, however. In the "reasons known" category, more than 10% of the Mission enrollment were leavers; more than 7½% in Balboa, McAteer and Lincoln; more than 4% in George Washington, O'Connell and Downtown; 3.6% at Woodrow Wilson; 2.4% at Galileo; and 0.3% at Lowell.

In the ethnic breakdowns, Spanish-speaking/Spanish-surnamed students had the highest rate (9.4%), followed by American Indians (9.3%), Blacks (6.8%), and Other Non-Whites (6%). This year, Mr. Escobar said, the percentage of Spanish, American Indian and Blacks was higher than last year. The highest number of students suspended were Black, Othe White, and Spanish.

Tables provided by Mr. Escobar covered aggregate statistics for all senior high schools, with brekdowns by numbers and percentages, with ethnic enrollment data, categories of school leavers with reasons stated and with reasons unknown. Also included were tables comparing suspensions and school-leaver data by ethnic classifications, and composite charts for individual high schools.

Mr. Escobar responded to a number of specific questions on details of his report, a copy of which can be obtained by calling him at the HRC Offices, 558-4901.

Commissioner Giles then read in full six recommendations made by the Youth & Education Committee for adoption by the HRC and transmission with the Escobar report to the School District.

- Commissioner Sing said that, in reaction to the report and recommendations (which called for a number of School District studies of aspects of the school-leaving problem), she found it difficult to ask the SFUSD for yet another study. She said that, in her opinion, too many studies are being done, and that there is not enough action or correction of problems. She stressed that she was not speaking in opposition to the work or interest of the Youth & Education Committee on this issue. She said she would prefer to see the School District come up with alternatives to the problems as identified. She said she would vote against the six recommendations.

Commissioner Giles said that it was believed by the Committee that its recommendations were calling for alternative educational actions, based on the statistical facts of the school-leaver picture. She said both the report and the recommendations carried the implication that they would be followed up by action.

Commissioner Sing then commented that it was her view the HRC's obligation was to do more pressuring and advocacy with the Board of Education to do its programmatic work, without the staff of the HRC doing this work. She felt the HRC was in this way misdirecting its energy, and that the recommendations should be for action, rather than calling for further studies by the District.

Commissioner Giles said that an HRC report, distributed to various communities and reported on in its Minutes, does get a high degree of public exposure about what the facts are that should trigger action by the Board of Education. She urged members of the HRC to attend the regular meetings of the Youth and Education Committee to see the broad community representation and its input on what concerns there are that need addressing.

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Commissioner Grafilo asked what degree of effectiveness has been obtained by the method of making reports and recommendations on such issues as school leavers.

Commissioner Maxwell said she wished to defend the recommendations as presented. She said that she knew from experience with other community organizations what attention is paid to HRC reports and recommendations, and emphasized her belief that these HRC studies do help significantly through public exposure leading to more pressure on the Board of Education.

Commissioner Yamakawa urged that there be follow-up by the HRC on what actions were taken on the report and recommendations submitted on this subject to the Board last year by the HRC, and what was effective and what was not.

*****He asked that the Youth & Education Committee report back on this.

Chairperson Mezey said that it was the duty of the individual Commissioners, not staff, to be in the advocacy role with the School District on these matters of concern.

It was

*****m/s/c that the HRC accept the Report on School Leavers in the SFUSD 1975-1976 School Year.

*****Chairperson Mezey referred back to the Youth and Education Committee the compilation of what past actions it has recommended to the Board of Education in the past, the responses made, and what was accomplished.

- Juvenile Court Study: Interim Report and Recommendations-Emmett Rosebrough and Jerry Peters.

This report was postponed to the next HRC meeting.

- Draft Supplemental Statement on the HRC Role in Recruitment, Referral and Placement.

This report was postponed to the next HRC meeting.

- Chairperson Mezey announced that a meeting would be held with Bernard Orsi, General Manager of the Civil Service Commission, Thursday, February 17th, at 3:30 p.m. to protest the formula used by the CSC staff in salary standardization to recommend no salary increase for the HRC professional staff.

- Chairperson Mezey had to leave the meeting at this point. Vice-Chairperson Yamakawa took the gavel, but because there was no longer a quorum, no action items were considered.

- Initiated by Commissioner Sing, the remaining Commissioners discussed efforts to arrive at a unanimous position in the Martin Johnson vs. Peter Kiewit Sons discrimination case.

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COMMITTEE ASSIGNMENTS

Administrative Committee	David Yamakawa, Chairperson
Employment Committee	Alvin Fine, Chairperson *Carlota del Portillo, Co-Chairperson Lillian Sing Vernon Alley
Housing Committee	*Enola Maxwell, Chairperson Antonio Grafilo, Co-Chairperson Caryl Mezey
Gay Advisory Committee	*Phyllis Lyon, Chairperson
Police Liaison Committee	*John Morrissey, Chairperson Nadim Zarour, Co-Chairperson
Social Programs Committee	*Sylvester Herring, Chairperson Dan Silva, Co-Chairperson Sister Bernadette Giles
Youth and Education Committee	*Sister Bernadette Giles, Chairperson David Yamakawa, Co-Chairperson

*Members of the Administrative Committee

CALENDAR MATTERS

The next meeting of the HRC will be Thursday, February 24th, at 9:13 a.m. in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, March 3, 1977 - 9:30 a.m. same place
Youth & Education	Thursday, February 17, 1977 - 3:30 p.m. Thursday, March 3, 1977 - 3:30 p.m. same place.
Social Programs	Tuesday, February 15th meeting cancelled.
Gay Advisory	Tuesday, March 1, 1977 - Noon Room 509, HRC Offices
Housing & Urban Development	Wednesday, March 16, 1977 - 1:00 p.m. Room 509 HRC Offices
Police Liaison	Thursday, February 17, 1976 - 4:00 p.m.

NO DIRECTOR'S REMARKS

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM:JC:bct
2-17-77

RESOLUTION

PROVIDING FOR COMMUNITY BASES SMALL AND
ETHNIC MINORITY BUSINESS PARTICIPATION
IN CONTRACTS FOR THE SAN FRANCISCO
WASTE WATHER PROJECT

WHEREAS, the City and County of San Francisco is the recipient of Federal funds for seventy-five per cent (75%) of its Waste Water Project and is the recipient of State funds for twelve and one-half per cent (12½%) of its Waste Water Project, and

WHEREAS, The City and County of San Francisco is therefore governed by Federal and State Procurement Regulations in the administration of its Waste Water Project, and

WHEREAS, the Environmental Protection Agency requires grantees be governed by Federal Procurement Regulations, and

WHEREAS, the Code of Federal Regulations provides for implementation of section 8(a) of the Small Business Act which authorizes governmental agencies to set aside any specific contracts,and the negotiation of contracts for supplies and services and the performance thereof, and

WHEREAS, the Environmental Protection Agency itself requires the grantees of substantial Federal funds thereunder institute an affirmative action program for the utilization of small and minority businesses prior to the award of the grant, and

WHEREAS, the Environmental Protection Agency further specifies that the grantee take reasonable steps to remove or overcome the consequences of prior discrimination or take affirmative action to overcome the effects of conditions which resulted in limiting participation by, or denying benefits to, persons of a particular race, color, or national origin, and

WHEREAS, the State of California has set an example by providing by and through Assembly Bill 1816, Section 1438(b) that a five per cent (5%) preference be given to small businesses, and

WHEREAS, the State of California has set further example in the construction area by providing by and through Assembly Bill 1, Chapter 1,41335 that participation in housing projects by minority developers, builders and entrepreneurs in all levels of construction, planning, financing and management of housing developments shall be encourage and assisted by providing for advance payments, waiver of retention, waiver of bond requirements.

NOW, THEREFORE, BE IT RESOLVED, BY the Board of Supervisors of the City and County of San Francisco, as follows:

Resolution
Providing for Community, etc.
(Cont'd)

Section 1. That contracts and subcontracts for supplies and services let with respect to the San Francisco Waste Water Project shall include direct participation by small business concerns which are owned by socially or economically disadvantaged persons in contracts set aside by the agency of such participation and that there shall be a five per cent (5%) equalization factor for the benefit of said small business concerns respecting all bids on contracts of $10,000.00 or less.

"Small business concern" means a business whose principal place of business is in the City and County of San Francisco which is independently owned and operated, which is not one of the recognized leaders or dominant firms in the field of operation, and which does not exercise a controlling or major influence in the kind of business activity in which a number of business concerns are primarily engaged.

"Socially or economically disadvantaged persons" means those persons who, because of social environmental conditions have been consistently deprived of opportunities to conduct self-sufficient, viable businesses capable of competing effectively in the marketplace often including but not limited to the Black Americans, American Indians, Spanish-surnamed or Spanish Americans, and Asian Americans.

Section 2. That to develop the capabilities of small and socially economic disadvantaged businesses several steps shall be taken to (1) make advance payments to said contractors and subcontractors for work to be performed; (2) waive retention requirements otherwise imposed on said contractors and subcontractors; (3) waive bond requirements otherwise imposed on contractors and subcontractors by substantially reducing the risk through (a) a pooled risk bonding program, (b) a bonding program in cooperation with State or Federal agencies, or (c) the development of the self insured bonding program with adequate reserves.

Section 3. That the Board will support development of a program to implement the above.

Submitted by Gerald Johnson,
President
Black Business Association

Endorsed by the HRC

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DOCUMENTS

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of February 24, 1977

****
* NEXT MEETING: Thursday *
* March 10, 1977 *
* 9:15 A.M. *
* *
* Commission Room, Third Floor *
* Main Library, Civic Center *
****

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

COMMISSIONERS

Present: Caryl Mezey (presiding), Vernon Alley, Carlota del Portillo, Sister Mary Bernadette Giles, Antonio Grafilo, Sylvester Herring, Phyllis Lyon, Enola Maxwell, John Morrissey, Dan Silva, Lillian Sing, David Yamakawa, Nadim M. Zarour.

Excused: Rabbi Alvin Fine, William Wesley.

STAFF

Present: Grant S. Mickins, Jack Casford, Manuel Chaffo, Doug Chan, Med Claveria, Jo Daly, Carole Ellison, Larry Griffin, Don Hesse, Grace Markham, Jesse Martinez, Victoria Rathbone, Gail Roberts, Wayne Redus, Emmett Rosebrough, David Treanor.

Ms. Rathbone is an intern who has just joined the HRC staff.

Pledge of Allegiance---not made due to lack of an American flag.

Minutes of Meeting of February 10, 1977 approved.

COMMUNICATIONS

- From Supervisor Dianne Feinstein, asking that the Director review an analysis of the Comprehensive Employment Training Act (CETA) program within HRC by Harvey M. Rose, Budget Director and Analyst, and "indicate...any points of disagreement."

- From Richard J. Siggins, President, the Police Commission, reporting on the Commission's review and analysis of allegations and questions involving conduct by Police officers in incidents (in July, 1974) concerning Miranda Nelson and members of the White Panther Party. The HRC had submitted material to the Police Commission after the Police Liaison Committee of the HRC had dealt with this issue for some weeks. Mr. Siggins wrote that the Police Commission has found "that the activities of officers of this department were conducted properly and in accordance with our Rules and Regulations."

- From Gilbert H. Boreman, Clerk of the Board of Supervisors, asking HRC follow-up on a request by Supervisor Terry A. Francois concerning participation by minority professionals in San Francisco's Wastewater Management Program. Supervisor Francois had received information from the Northern California Chapter of the National Organization of Minority Architects alleging that the program "is being conducted in such as way as to not provide a fair level of participation for minority professionals..."

- From Kenneth Hecht, Director, Employment Law Center, offering the Center services, at no cost to the HRC, to provide counsel and representation in the legal challenge to the HRC affirmative action workforce report requirements brought on behalf of sixteen Fisherman's Wharf restaurants.

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**** It was m/s/c that the HRC accept the offer of legal assistance in this case from the Employment Law Center.

**** It was announced that a hearing on the writ of mandate filed by the restaurants' attorney will be held in Department 1, Superior Court, at 9:15 a.m. on March 4th. The HRC's attorney from the City Attorney's Office, Ms. Judith Teichman, is reviewing the legal aspects of this case.

- From Anita Sanchez, Director, Filipino Youth Coordinating Committee, Inc., thanking the HRC for support of a program to serve the problems and needs of Filipino youth.

- From S. M. Tatarian, Director of Public Works, a copy of a letter to DeNarde Construction Company, San Francisco, rescinding the award of a DPW contract and awarding it to Arntz Bros, J. W. & Sons, Inc., K. T. & Sons, Inc., and S & M Construction Co., Joint Venture. Mr. Tatarian noted that the HRC in the course of its review of bids (which require acceptable goals for equal opportunity in entrepreneurship) could not identify a "single minority-owned firm" in the DeNarde list of subcontractors. DeNarde, he wrote, had advised that 25% of its bid price would be contracted, subcontracted or supplied by minority-owned firms.

- From Robert G. Orchid, Chairman, Head Counselors' Association of San Francisco, requesting a copy of the HRC Report on Suspensions of Students in the San Francisco Unified Schools, and stating that the Association was gratified to see the attention by the HRC to this subject in cooperation with the SFUSD.

- From Jeff Mori, Director, Japanese Community Youth Council, supporting the HRC's policy of taking a stronger direction in contract compliance and affirmative action, and stating that recruitment should stay in the community. Commissioner Sing read this letter in full.

- From J. A. Jungher, San Francisco Unified School District, informing that the Board of Education has moved up the date for the Superintendent to submit his budget to the Board of May 1, 1977 from June 15th. The HRC in 1976 has urged earlier budget submission. Mr. Jungher attached a schedule for the fiscal 1978 budget.

- From John Montano, Special Membership Subcommittee, Mission Contractors Association Inc., expressing thanks to the HRC and its Employment Committee for the HRC Resolution urging community-based small and ethnic minority business participation in contracts for the San Francisco Wastewaste Program, and supporting passage of a similar Resolution by the Board of Supervisors.

COMMITTEES

YOUTH & EDUCATION

Sister Bernadette Giles, Chairperson
David Yamakawa, Co-Chairperson

- Board of Education Response to HRC Report on Suspensions - Commissioner Giles

Commissioners Giles and Maxwell presented the HRC report before the Board of Education at a special meeting February 15th. There was a good deal of response to it. Dr. John Cleveland, Associate Superintendent of Schools, asked that he be directed by the Board to proceed with the investigation of suspension policies and procedures in the District and that monthly progress reports be made to the Board. A number of community people commented on the HRC's report and on the subject of suspensions. A number of meetings have been scheduled with principals throughout the system, and the HRC report has been widely circulated.

- Implementation of SFUSD Suspensions Task Force - Commissioner Yamakawa.

The HRC concerns about the SFUSD response to the Task Force issue have been resolved, Commissioners Yamakawa said, and there remains only the monitoring of the implementation.

- Bilingual Education in the San Francisco Unified School District 1975-1976 Academic Year: Report and Recommendations - Med Claveria, HRC Community Liaison, and Youth & Education Committee.

Mr. Claveria gave the highlights of a detailed narrative report, with supportive statistical tables, that he had compiled as the HRC's annual review of Bilingual Education. The HRC's initial concern was for those sitting in the classroom unable to understand the teacher. The continuing concern of the HRC, Mr. Claveria pointed out, is due to the increasing number of identified non and limited-English-speaking students in the District.

Mr. Claveria pointed out that pioneer work by the HRC on the subject of Bilingual Education needs in the District had been the major factor in the celebrated lawsuit that resulted in the decision of the United States Supreme Court (Lau vs. Nichols) requiring the SFUSD to serve non and limited-English-speaking students.

Mr. Claveria first talked about the 1974-1975 school year HRC report, which found that 9,315 students in the District were identified as non and limited-English-speaking (Chinese 36.4%; Spanish 26.3%; Filipino 5.6%; Korean 3.2%; Japanese 1.2%; Samoan 2.2%; Other Whites 3.2%; and Other Non-Whites 7.6%). Some 1,851 students were also identified as needing language assistance but were not in either bilingual or English-As-A-Second-Language (ESL) programs in the District. These were students in grades kindergarten through twelfth.

In 1975-1976 school year figures (obtained in a November, 1975 survey), the survey showed 13,353 students (12,066 limited and 1,287 non-English-speaking were in this category; and a subsequent March 1976 update showed the actual students in classes numbered 8,952.

The HRC's 1974-1975 recommendations were:

1. The development of more objective methods of determining non-and limited-English-speaking pupils.

2. The surveying of the specific language needs of those in need, but not being served.

3. The development of an appropriate assessment or evaluation instrument to measure language proficiency.

4. The development of additional programs to meet the needs of those identified by the survey.

5. To ensure that there is adequate progression for the student in the Bilingual instructional program.

6. Bilingual office teachers should be properly trained to use the best available techniques.

Mr. Claveria reported on the response and actions taken by the Board to each of the above recommendations. He said he found that the Board had, indeed, achieved much in its follow-up to them:

1. The Bilingual Office is in the process of devising a validation check on the identification made by teachers, counselors and resource teachers. The validation questionnaires will be sent to the parent or guardian of each identified non and limited-English-speaking student.

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2. The survey was made.

3. Emergency School Assistance Act - Annual report showed the evaluation methods done by the Bilingual program.

4. There was some help given to the students in the form of ESL and bilingual classes, tutorial and para-professionals who served as teacher aides.

5. There was no formal answer to this recommendation.

6. ESAA report on bilingual education reported a series of in-service training.

Mr. Claveria referred to a copy in his report of an evaluation of the Emergency School Assistance Act Bilingual project by Paula H. Martin of the SFUSD. She said, in part, "From a sampling of 350 students taken at all grade levels, regardless of language proficiency, results indicate that students averaged one and one-half years growth and were, at the end of the year, functioning at grade level in English. This indicates a tremendous achievement and affirmation of the positive effects of Bilingual/Bicultural Education..." And "Studies have shown that the bilingual student achieves at a rate commensurate with or beyond that of the monolingual student."

The report tallied students needing help, those served, and those not served. Among Mr. Claveria's statistics were:

- In November, 1975, 844 students were identified as needing help but not in either ESL or Bilingual classes.

- Of these 844, 281 of the 480 elementary students were put in various kinds of special classes or tutored; 215 of the secondary students were given help.

- In the March, 1976, resurvey, 137 elementary and 85 secondary students (total of 222 out of the 844) were not receiving the extra help they needed. This meant, said Mr. Claveria, that 80% of those identified were receiving qssistance.

Mr. Claveria reported that in the past year, since the last report, there have been improvements in both budgeting allotments and personnel for the Bilingual Education Program. His tables showed the staff breakdowns at the administrative and the levels of the Chinese, Filipino, and Mission education centers. There were Chinese, Spanish, Filipino, Vietnamese, and Korean teachers on the program, in addition to Chinese, Spanish, Filipino, Japanese, Korean, and Vietnamese support staff and aides.

The budget total for 1975-1976 budget was $5,838,678, up $1,319,619 from the previous school year.

In his report summary, Mr. Claveria stated that the Bilingual/Bicultural program in the District has improved in many phases such as: increased effort focused on identification of non and limited-English-speaking students; supportive programs given to most of the students identified as NES or LES but not enrolled in either ESL or Bilingual classes; inservice training conducted for teachers; and improved cooperation of all segments of the School District, making identification of students needing help possible.

Though the program is not perfect, he said, he applauded the efforts of the SFUSD staff and its desire to meet the basic goals of the program, i.e., the reduction of the disparity of learning achievement, the elimination of minority isolation and inter-ethnic tension, and the promotion of multicultural understanding.

There was extensive discussion of Mr. Claveria's report following his formal presentation.

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Commissioner del Portillo commended him for his work, and offered three additional recommendations she wished to have included with the five recommendations the Youth & Education Committee was presenting for HRC action, or considered separately on referral to the Committee for future action. They pertained to the status of the advisory council (as a monitor) called for by the Lau vs. Nichols Supreme Court decision; the determination of the direct use of funds under Senate Bill 90, ESEA Title I, and AB 2284 for the non and limited-English-speaking student programs; and the monitoring by site administrators of ESAA and SB 90 positions.

Commissioner Sing said that while the bilingual programs have improved, not enough has been done. She endorsed Commissioner del Portillo's three concerns, and called for affirmative steps in monitoring bilingual programs. She commented favorably on each of Commissioner del Portillo's concerns, especially having an advisory council monitor the program instead of site administrators, who do not have expertise and, many of whom, she said, "are not sympathetic to bilingual education."

- Commissioner Sing moved that the five recommendations of the Claveria report be referred back to the Youth & Education Committee to incorporate the three areas of concern as stated by Commissioner del Portillo.

Before action was taken on this motion, which followed a motion by Commissioner Giles that the HRC receive the Claveria report and adopt the following recommendations:

1. Identify students who are served directly by the Bilingual office and indirectly through school site-initiated programs by school, grade level, and ethnic composition.

2. Develop more objective methods of identification of non and limited-English-speaking students.

3. Evaluate student progress in the Bilingual office programs on the basis of pre-and post-test instruments.

4. Ensure articulation between grade levels and among schools and within the time-line set by the Bilingual Master Plan.

5. Survey the specific language needs for those in need, but not being served and determine why they are unserved, on the initiative of Commissioner Yamakawa.

Mr. Claveria was asked again to go over these recommendations one by one and give the rationale for making them.

Gail Roberts, HRC staff for the Youth & Education Committee, was asked to comment on criticisms of teacher identification of students needing bilingual/bicultural assistance. She said this had been a concern for a number of years of the Committee, and that partly through its urgings, improvements had been made. What the Committee has sought consistently, she said, is the adoption of a standard measurement, such as that used to identify gifted students, that would automatically qualify children for bilingual/bicultural classes without teacher-identity procedures.

Commissioner Morrissey stated that he was opposed to sending the recommenations, with additions, back to the Youth & Education Committee and called for adoption of them.

Commissioner Yamakawa also spoke against the Sing motion to re-refer the original five Youth & Education recommendations.

It was then

**** m/s/c that the HRC refer back to the Youth & Education Committee the five recommendations on the Bilingual/Bicultural Program of the San Francisco Unified School District, with the direction that the three areas of concern offered by Commissioner del Portillo be incorporated with them for presentation again for full HRC action. This motion passed 7 to 6.

It was also

**** m/s/c to adopt the Claveria report "Bilingual Education in the San Francisco Unified School District 1975-1976 Academic Year." This vote was 12 to 1, Commissioner Silva opposed.

- Mr. Claveria was praised for the thoroughness of his report, and for his service as a Community Liaison staff person for more than a year with the HRC. Mr. Claveria is leaving the staff for a position with the Fair Employment Practice Commission. Commissioner del Portillo recommended that a formal letter of thanks and good wishes be sent Mr. Claveria.

- Recommendations on School Leavers - Commissioner Giles

Luis Escobar, writer of a Report on School Leavers in the SFUSD 1975-1976 School Year, presented at the HRC meeting of February 10, 1977, was unable to be present at this meeting because of illness.

Commissioner Giles reported that the HRC's recommendations adopted in May of 1976 relative to school leavers was the first report of its kind, and was an outgrowth of the Report on Suspensions. This indicated a sharp drop in suspensions between junior and senior high schools, raising the question of what happens to students who were being suspended at the junior high level.

The SFUSD response to the HRC's May, 1976, recommendations was that they were received after the 1975-1976 school term had ended, and that Lane DeLara, then Associate Superintendent, Office of Instruction Services, would follow up on the report in September. The report and recommendations then were referred to Attendance Services. However, no response was made to the HRC. Mr. DeLara recently referred the School Leavers report to the newly-designated Coordinator of Student Services for action.

The one tangible outcome has been that the District's Division of Research issued a report on transiency at the elementary school level.

It was

****m/s/c that the HRC adopt the Recommendations on School Leavers, 1975-1976 School Year. They are attached to these Minutes.

- The formal thanks and commendation of the HRC were extended to Mr. Luis Escobar for his work on this report.

- Gail Roberts noted that at the last Board of Education meeting, the HRC stated that its School Leavers report was forthcoming, and Dr. John Cleveland stated that when both the Suspensions and School Leavers reports were received from the HRC they would be paired in order to proceed on both.

- Juvenile Court Study: Report and Recommendations - Jerry Peters and Emmett Rosebrough.

Mr. Rosebrough made the presentation.

As background, he stated that in January, 1972, the HRC authorized a staff investigation of the Juvenile detention facilities utilized by the Juvenile Court in response to charges of racial discrimination made on placement policies and institutions in which juveniles are placed. This initial study, done by Stan Abe, included information gathering on both the Juvenile Court (Probation Department,Juvenile Hall, Log Cabin and Hidden Valley ranches) and the private placement institutions. This study continued until 1974. On September 1, 1976, the study was taken up again due in part to the Grand Jury statements of February 1, 1976, and at the request also of Joseph Botka, Chief Probation Officer, Juvenile Court.

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The following are guidelines used in the original study which were also used for this current study:

1. Determining whether individual or institutional racial discrimination exists in the Juvenile Court system;

2. Identifying problem areas in the Court system, if any, relating to racial discrimination;

3. Interviewing a wide range of participants in the Court system on the issue of racial discrimination;

4. Developing (if necessary) a comprehensive package of proposals covering the problem areas in the Court system relating to racial discrimination.

Mr. Rosebrough then reviewed the pertinent findings he and Mr. Peters made on specific aspects of the Juvenile Court operation, with recommendations for each area of concern. These included: placement policy-including intake and other procedures, "charge bargaining", employment practices/affirmative action, and contract/institution agreements between the Juvenile Court and private placement institutions.

Specific recommendations were concerned with:

1. Study by the HRC staff of all diversion score sheets(filled out by police officers when questioning juveniles) for study of the correlation between sex and race identification for youths and action taken, such as admonished, dismissed, referred to a diversion project, or cited/booked. This was recommended, Commissioner Giles said, because some feel that some juveniles are dealt with unfairly in terms of the responses on these score sheets.

2. It was recommended that the HRC's Police Liaison Committee examine either the elimination of the process known as "charge bargaining" or the provision of a number of written safeguards and limitations to the charge bargaining process. These safeguards and limitations might include an understanding of the intake levels, responsibility in the drafting of the initial charges, and a limitation on the extent to which charges might be changed.

3. That the Juvenile Court, with the HRC, implement an affirmative action program for the placement of juveniles from the Court, with the goal of a more equitable distribution of juveniles along racial and ethnic lines between the two ranch facilities and the private out-of-home placement institutions. If 29.6% of the total juveniles in these institutions were Black, than the goal for the ranches and the private institutions would be approximately 29.6% over a one-year period.

4. That the Juvenile Court implement a policy of utilizing placement institutions (private institutions, foster homes, community-based alternative programs and the two ranches) within the City and County of San Francisco as a first priority. The Court was urged to provide or assist in developing treatment facilities within a 65-mile radius of the City as need is established.

5. Continued and expanded active encouragement, especially monetary support, and utilization of competent community-based alternative programs by the Court.

6. That the Court ensure paritipation on a regular basis of minority group persons on the Screening Committee.

7. That official written policies and guidelines for placement procedures other than those prescribed by law, be clarified for and followed by the Probation Department and the Screening Committee.

8. That immediate reform in the racial makeup of the clientele of the Log Cabin and Hidden Valley ranches be initiated by the Juvenile Court.

**** The following recommendations were referred to the HRC Employment Committee:

1. That the Juvenile Court, with the cooperation of the Civil Service Commission and the HRC, recruit and hire additional tenured, fulltime, bilingual Probation Officers, counselors and other staff including Chinese, Tagalog, and Spanish-speaking persons.

2. That the Court, HRC and CSC enter into a joint agreement to develop and implement an Affirmative Action Program in hiring for the Juvenile Court.

3. That the Court and the HRC impelment a joint Affirmative Action Program with each of the private placement institutions.

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9. That a private placement institution's responsibility to provide information concerning employment practices and to comply with the Affirmative Action Program in relation to the HRC be stated explicitly on the contract page which is signed by the Juvenile Court and the institution.

Each of these specific subject areas and recommendations evoked Commissioner commentary.

Messers Peters and Rosebrough's report was accompanied by statistical tables obtained by sending questionnaires to all concerned parties to the study. These show, for example, the number of youth in private placement institutions used by the Department of Social Services and the Juvenile Court, the racial breakdown of San Francisco youth in private institutions, comparisons between the two ranches (Hidden Valley and Log Cabin), a racial breakdown of employees in all private placement institutions used, and the breakdown of the City Probation Department staff.

It was

**** m/s/c that the HRC adopt the Recommendations on the Juvenile Court Study, and that they be used to respond to the 1976 Grand Jury points of criticism.

Chairperson Mezey requested that the Commissioners commit themselves to appearing before the Juvenile Justice Commission when this Juvenile Court Study is presented formally.

Gail Roberts announced in the past that the Director, the Chairperson, and HRC staff have met and reviewed the Study point by point with the Juvenile Court Judge.

- Formal expressions of thanks were made to Mr. Rosebrough and Mr. Peters (in absentia) for their work in compiling this long report.

EMPLOYMENT
Alvin I. Fine, Chairperson
Carlota del Portillo, Co-Chairperson

- Hotel Industry Report - Jesse Martinez

The hotel industry has held a position of importance for the Human Rights Commission since the early 1960's. At that time, the HRC began to assist the City's major hotels and concerned communities produce affirmative action programs in the employment of women and minorities. The HRC's basic work was in recruitment, supplementing hotel attempts to locate qualified employees. Many of the major hotels took advantage of HRC assistance and, along with their own efforts, appear to have done generally well. The hotels, not being City contractors, are within HRC's responsibility under Chapter 12A, of the Administrative Code having voluntary compliance as the guiding factor.

In July 1976, the HRC ceased to provide recruitment assistance for industries. Instead, emphasis was placed on investigating and monitoring affirmative action plans of industries doing business with the city. Previous reports have included information relative to recruitment. However, due to the new policy, such data is no longer included.

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This report was made possible through the continued assistance of Irving K. Baldwin, Hotel Employers Association of San Francisco, Lynn Dykstra, San Francisco Hotel Restaurant Labor Management Education Fund, and, from City College of San Francisco, Peter Cistaro, Hotel and Restaurant Department, and Sylvia Leff, Assistant Dean of Instruction.

The 1975 data are from 38 member hotels of the Hotel Employers Association of San Francisco. The 1976 data reflects 37 member hotels.

Despite the increasing unemployment rate in San Francisco, the hotel industry's 1976 statistics reflected an apparently stable image. There was an overall increase in employment positions from 6,363 in 1975, to 6,629 in 1976. The total minority and female representation increased from 59% to 60%, and 42% to 45%, respectively.

Somewhat discouraging were statistics reflecting a decrease of minority employees in Beverage Preparation (bartending) from 54% to 49%, although there appeared to be a slight increase in jobs. This category also registered a Filipino decrease, 13% to 8%, and significant female increase, 7% to 16%.

There was an increase of minority employees in Administrative Services, 27% to 33%.

Black representation decreased in the Accounting and Beverage Preparation areas, from 11% to 3%, and 9% to 5%, respectively. It should be noted that the statistics indicate a job decrease in these areas for the 1976 period.

Spanish-Origin employees increased in Administrative Services and Front Office, 5% to 7%, and 4% to 7%, respectively. The Administrative category statistics also reveal a Filipino employee increase, 4% to 7%. Black and Chinese employees expanded representation in the Front Office, 7% to 9%, and 5% to 7%, respectively.

The San Francisco Hotel Restaurant Labor Management Education Fund, with Lynn Dykstra as coordinator, is a joint activity by the Hotel Employers Association, the Golden Gate Restaurant Association, and the Culinary Joint Executive Board (AFL-CIO) to increase employee resources.

This program is seen by the HRC as being the ideal vehicle for affirmative action implementation within the hotel industry. Indeed, through the coordination of Lynn Dykstra, it appears to be a significant source for such an endeavor. Minority enrollees in the Continental Waiter/Waitress class increased from 49% to 60%. Upgrading classes such as Beverage Service (bar assistance which includes terminology and Alcohol Beverage Control laws) and Wine Service (introduction to traditional and imported wines sold in restaurants) indicate a minority participation of 65% and 50%, respectively. Unfortunately, the female participation in the Beverage and Wine Service classes is 26% and 25%, respectively.

Prior to Lynn Dykstra assuming control, the training program was not necessarily perceived as a tool for implementing affirmative action within the hotels. That is, it was viewed as a capable employee resource but not as one which would be used to introduce or upgrade minorities and women. It was, to an extent, through HRC's urging and subsequent cooperation by the Culinary Joint Executive Board and Hotel Employers Association, that this program is now effectively adjusted to aid in the hotel industry's affirmative action efforts.

City College of San Francisco, Hotel and Restaurant Department. (Mr. Peter Cistaro, adviser)

The Hotel and Restaurant curriculum of the trains students for the Hospitality field and, according to various major hotels, has done an outstanding job. It appears to be a potentially good placement resource for the industry.

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Fall, 1976, data reveal a 30% minority enrollment. Yet even this low figure can be misleading, since the Asian category encompasses 14% of the minorities. Apparently, Blacks and Spanish-Origin consisting of 3% and 7%, respectively, have not taken full advantage of the curriculum. Female enrollment remained low at 21%. Therefore, given the figures, this source could not possibly be viewed as significant for hotel affirmative action recruitment at the present time, but it has a good potential. HRC will be initiating contacts here.

	FALL 1975 ENROLLEES	FALL 1976 ENROLLEES
White	174 (70%)	181 (70%)
Asian (Japanese, Chinese)	31 (13%)	33 (14%)
Spanish-Origin	22 (9%)	17 (7%)
Black	11 (4%)	9 (3%)
Other Non-White	4 (1%)	8 (3%)
Filipino	6 (2%)	8 (3%)
Total Females	55 (22%)	53 (21%)
Total Minorities	74 (30%)	75 (30%)
Total Enrollees	248 (100%)	256 (100%)

Due to problems inherent in business mergers, in this case, computer recording, statistics reflecting minority and female union membership composition were be included in this report.

In October 1975, five unions having hotel contracts agreed to merge. In June, 1976, the merger was completed forming the Hotel and Restaurant Employees and Bartenders Union, Local #2. In the past, the unions have cooperated in aiding hotels achieve affirmative action goals.

A continuing concern of HRC is the complaint procedure involving the hotels. In the past, we have solicited employee complaints against hotels, hoping to assist in a solution and possibly detering them from the legal complaint process i.e., Equal Employment Opportunity Commission (EEOC) and Fair Employment Practices Commission (FEPC). In March, 1976, we proclaimed our reasons for such a role which included: 1) The time-consuming process involved in the federal and state procedure compounded by their immense case backlog; and 2) The legalities generated by such a process may also cause unnecessary expense in the form of legal fees.

However, due to the fact that our relationship with EEOC has formally ceased our role in the hotel complaint process is minimal. What remains is to determine our function and HPC intends to pursue this.

Mr. Martinez said that the HRC staff currently is working on:

- analysis of major hotel statistics and aid in identifying areas in need of improvement.

- stimulation of the coordination and utilization of existing community organizations whose interests are affirmative action.

- augmentation of the affirmative action potential of City College's Hotel and Restaurant Department.

Chairperson Mezey asked if those working in affirmative action with hotels believe that that industry is a major jobs factor in the City. Mr. Martinez said they were.

Wayne Redus corroborated Mr. Martinez, saying that the culinary unions have been actively involved in apprenticeship programs and minority participation, and that they have been very supportive of HRC efforts in this area. He noted also that the hotels have been for the most part very cooperative in affirmative action, citing the effectiveness of the HRC work before the opening of the Hyatt-Regency Hotel, which had a beginning minority workforce staff of some 60% of the total. He said the hotel industry is important in terms of employment, new employment, and spin-off employment.

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It was

**** m/s/c to accept the Hotel Industry Report.

ADMINISTRATIVE

David Yamakawa, Chairperson

- Supplemental Policy Statement on HRC's Role in Recruiting, Referral, and Placement.

This statement had been re-referred to the Administrative Committee at the request of Commissioner Sing from a prior Commission meeting.

Commissioner Yamakawa noted that the HRC has received a letter from the Japanese Community services agency regarding its feelings that the HRC decision to drop its recruitment activities might leave some communities inadequately served, which was followed some time later by the letter from the Japanese Community Youth Council (see Communications section of these Minutes), taking the position that "recruiting should stay in the communities". In response to the first letter, the Supplemental Policy re-affirming the HRC decision to phase out recruitment, had been prepared by the Administrative Committee. Commissioner Sing in January had submitted a separate statement, which she asked be substituted for the Committee version. Commissioner Sing at this meeting (she had to leave before the meeting was over and before this item came up on the agenda) had stated that she would favor not passing the Supplemental Policy Statement of the Committee.

Commissioner Herring commented that he was concerned that all communities might not have the same level of recruitment and referral capabilities as others, and that the HRC was obligated to serve the whole city, and to assure that all communities had the same level of recruitment service.

It was

**** m/s/c that the HRC adopt the Supplemental Policy Statement on the HRC Role in Recruitment, Referral, and Placement as written and offered by the Administrative Committee. That Statement is attached to these Minutes.

GAY ADVISORY
Phyllis Lyon, Chairperson

- Bus Sign Proposal for Gay Complaint Referral

The Gay Advisory Committee has long been concerned that many citizens are unaware of the services offered by the HRC and that Gay people, particularly, are unaware of their rights under the City's Administrative Code.

"We recognize the financial and budgetary considerations involved in mounting an adequate public relations campaign, and we have discussed various proposals during the past year. We discovered that other public service organizations have made use of bus signs as a public relations tool with considerable and measurable success.

"The message we have agreed upon would read: 'Gay? Employment, Housing, or other discrimination? We may be able to help. Call: Human Rights Commission #558-4901.'

"We have obtained voluntary graphic services, have identified the bus lines which carry the most Gay riders, and are in the process of obtaining the funding for this project from various community sources."

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It was

****m/s/c that the HRC authorize the Gay Advisory Committee to carry out this project, with the priviso that it supplement the message on the proposed sign to direct complainants to ask for the Gay Representative specifically when contacting the HRC.

- Fire Safety in Public Assembly Concerns of the Gay Community.

Many individual citizens as well as Gay organizations have expressed a deep and growing concern about fire safety in Gay bars, in halls where large events take place, and in the baths.

A rise in violence against Gays in San Francisco as well as a number of fires has prompted community reaction.

Fires in San Francisco credited to arsonists or poor safety standards:

The Society for Individual Rights	6th Street	1972
The Metropolitan Community Church	6th Street	1972
Toad Hall	Castro Street	1973
Tiffany's Restaurant	Market Street	1974
The Pendulum	18 th Street	1976
Folsom Street Barracks		1976
Rich Street Baths		1977

Outside of San Francisco, arson at the Upstairs Lounge in New Orleans claimed 29 lives. And the Metropolitan Community Church in Los Angeles was the target of arsonists on two occasions, and, finally, was burned to the ground.

Some San Francisco establishments are inviting tragedy through dangerous over-crowding and a lack of fire exits, sprinkler systems and smoke detectors. Fire safety regulations are not being enforced at large special events where Gay people congregate.

Gay people have had a history of harassment from some public authorities, and have good reason to be sensitive to regulations affecting their public places of meeting.

With these considerations in mind, we do feel it is important to point out fire safety problems, to call on the appropriate public authorities to be concerned, and to correct irregularities for the benefit of our community.

COME. SPEAK OUT. A PUBLIC HEARING WILL TAKE PLACE:

DATE: Saturday, March 5, 1977
PLACE: The Eureka Valley Recreation Center
18th & Collingwood Streets

TIME: 10 a.m. - 12 Noon

For additional information contact:

Jo Daly
Gay Community Liaison
San Francisco Human Rights Commission
1095 Market Street %501
558-4901

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POLICE LIAISON
John Morrissey, Chairperson

- Proposed Resolution Recommending Hiring of Bilingual Police Officers and Urging Law Enforcement Assistance Administration (LEAA) Hearing on Police Services in San Francisco.

Supportive statistics showing the need for Chinese bilingual police officers accompanied the Committee's recommendation that this Resolution be adopted. They show that of the present police force of 1,700 patrol officers, only eight (less than 0.5%) are Chinese. At the Central Station (Chinatown North Beach) there is no Chinese officer currently on the 8 a.m. to 4 p.m. shift, one between 4 p.m. and 12 a.m., and two from 12 a.m. to 8 a.m. On the day shift in the Richmond Station, there is no Chinese officer, one from 4 p.m. to 12 a.m., and none from 12 a.m. to 8 a.m.

It was

**** m/s/c that the HRC adopt this Resolution Recommending Hiring of Bilingual Police Officers and Urging Law Enforcement Assistant Administration (LEAA) Hearings on Police Services in San Francisco. The text of this Resolution is attached to these Minutes.

- Chairperson Mezey thanked those members of the HRC who recently had attended public meetings on behalf of the HRC, including Commissioners Lyon, Silva, Giles, and del Portillo.

- Chairperson Mezey asked that all Standing Committee chairpersons study their Committee membership rolls to determine if they are fully representative of the City, especially that they include Gay members. She asked also that they make certain their goals for the next year are submitted to the Director.

- Commissioner Herring asked that individual Commissioners write to Russ Coughlan, Vice-President and General Manager, KGO-Channel 7, as he had suggested February 10th that the HRC do as a body, regarding reaction to Mr. Couglan's editorial criticisms about some of Mayor Moscone's commission appointees. Chairperson Mezey has drafted an HRC response which will be sent in the near future.

DIRECTOR'S REMARKS

- Commissioners were urged to attend, if possible, public hearings scheduled for February 26th at 10 a.m. at Marina Junior High School, and March 3rd at 7 p.m., at Edison School, 3531 22nd Street, on the budget needs of the HRC.

- Commissioner Lyon asked that her name be added to those announced for membership on the Police Liaison Committee. It was inadvertently omitted from the Minutes announcement of February 10th.

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CALENDAR MATTERS

- The next regular meeting of the HRC will be Thursday, March 10th, at 9:15 a.m. in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, March 3, 1977 - 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco
Youth & Education	Thursday, March 3, 1977 - 3:30 p.m. Thursday, March 17, 1977 - 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco
Social Programs	To Be Announced
Gay Advisory	Tuesday, March 1, 1977 - 12 Noon HRC Offices, Room 509 1095 Market Street - San Francisco
Housing & Urban Development	Wednesday, March 16, 1977 - 1 p.m. HRC Offices, Room 509 1095 Market Street - San Francisco
Police Liaison	To Be Announced

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM:JC:pa
3/3/77

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA 94103
558-4901

RECOMMENDATIONS ON SCHOOL LEAVERS
1975-1976 School Year
San Francisco Unified School District

1. The Human Rights Commission strongly recommends that the School District authorize the following studies:

   a) Determination of possible correlations between suspension and school leavers rates, and whether students suspended in junior high drop out at senior high level.

   b) Exploration of the reasons for the high incidence of Black, other white, and Spanish-speaking school leavers and a special study of the high proportion of American Indians who drop out as indicated by 10 students leaving out of 54 enrolled.

   c) The extent to which the procedure for investigating those who leave without a transfer is followed at the school site.

2. The Human Rights Commission recommends that cumulative statistics of school leavers be kept for each graduating class.

3. The Human Rights Commission recommends that the reporting format for school leavers - reasons unknown category be extended to include the number of students who "dropped from sight" or whose follow-up was unsuccessful.

4. The Human Rights Commission recommends that the School District begin compiling statistics on the transciency rate at the junior high school level.

5. The San Francisco Unified School District annual racial/ethnic survey of pupils should be classified by male and by female.

6. Educational alternatives which might reduce the frequency of drop outs are to be encouraged.

Adopted 2/24/77
by HRC

mf

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

SUPPLEMENTAL POLICY STATEMENT ON HRC'S ROLE IN

RECRUITMENT, REFERRAL, AND PLACEMENT

The Human Rights Commission re-affirms its policy adopted on June 10, 1976, phasing out recruitment, referral, and placement efforts and increasing the emphasis within Affirmative Action and contract compliance areas. The policy is dictated by the realities of limited staffing, budget, and the need to be more effective within the mandate of Chapters 12A and 12B of the Administrative Code. The HRC recognizes its committment to serve equally all ethnic groups of San Francisco in order that all may have an opportunity to compete for the few employment advantages that become available. Therefore the HRC Staff will continue to coordinate and monitor the effectiveness of efforts of enlisting community groups to assure that:

1. All districts in the City are served and informed of employment opportunities.

2. All ethnic communities are equally informed and served by one of the community agencies within its district.

3. The Contract Compliance Communication group serve as the forum for information exchange between HRC and community-based agencies to guarantee the effectiveness of this program.

Adopted by HRC
2/24/77

mf

HUMAN RIGHTS COMMISSION
RECOMENDING

PROPOSED RESOLUTION HIRING OF BILINGUAL POLICE OFFICERS AND URGING LEAA HEARINGS ON POLICE SERVICES IN SAN FRANCISCO

WHEREAS, representations have been made to the Police Commission verifying the fact that there is a lack of bilingual police officers, particularly in the Chinatown District, AND

WHEREAS, Chinese represent more than 25% of the total population in the Richmond District and only one Chinese officer has been assigned to provide police services, AND

WHEREAS, the present San Francisco Civil Service Q-2 eligibility list provides no corrective remedy for the hiring of Chinese patrol officers as indicated by the fact that the highest ranking Chinese applicant on the current Q-2 eligibility list is # 212 and the Civil Service Commission has gone down to #125 on the list, AND

WHEREAS, an investigation of the police service needs of other language minority neighborhoods is needed;

NOW, THEREFORE, BE IT RESOLVED, that the Human Rights Commission recommends that the Police Commission, the Civil Service Commission and the Mayor's Office establish selection procedures so that bilingual/ bicultural officers can be hired in sufficient numbers to cover the patrol and dispatch positions in the Chinatown and Richmond districts, and thereby provide improved police services, AND

BE IT FURTHER RESOLVED, that the Human Rights Commission hereby urges the Law Enforcement Assistance Administration (LEAA) to conduct hearings on the needs of all linguistic and ethnic minority communities of San Francisco.

Resolution 1-77

Adopted 2/24/77

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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of March 10, 1977

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* NEXT MEETING: Thursday
* March 24, 1977
* 9:15 a.m.
*
* Commission Room, Third Floor
* Main Library, Civic Center
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NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings

ROLL CALL

Commissioners

Present: Caryl Mezey (presiding), Vernon Alley, Sister Mary Bernadette Giles, Antonio Grafilo, Enola Maxwell, David K. Yamakawa, Jr., Nadim M. Zarour

Excused: Carlota del Portillo, Rabbi Alvin I. Fine, Sylvester Herring, Phyllis Lyon, John Morrissey, Dan Silva, Lillian Sing, William Wesley.

Staff

Present: Grant S. Mickins, Jack Casford, Manuel Chaffo, Med Claveria, Luis Escobar, Alberta Grant, Joe Meza, Wayne Redus, Gail Roberts, Essie Thomas, Jamie Williams

Pledge of Allegiance

Minutes of Meeting of February 24, 1977, not approved due to lack of a Quorum.

COMMUNICATIONS

- From Mrs. Frank Brush, to Commissioner Giles, commenting on her experience as an elementary substitute teacher in the San Francisco Unified School District, and reaction to the HRC's Report on Suspensions, presented by Commissioner Giles before the Board of Education on February 15th.

- From Alan Fibish, Principal, Abraham Lincoln High School, also commenting on Commissioner Giles' presentation of the Report on Suspensions, and inviting her to visit Mr. Fibish's school to discuss with him, in confidence, details of his practices regarding suspensions.

**** This letter was read in full. Commissioner Mezey stressed that Commissioner Giles had given the February 15th presentation as the representative of the HRC as a body, which adopted the Report on Suspensions. Commissioner Giles said that the letter indicated the kinds of responses that could come from a misreading or misinterpretation of such a report. She pointed out that the HRC was asking for a study, not criticizing present practices at Abraham Lincoln or any other specific school. She said that if Mr. Fibish's policies in the end are effective and good for the school and students, then they are verified and supported. She emphasized the importance of a personal dialogue with individual principals, who would implement any changes in suspension practices that might be adopted as a result of a study. She said she would be following up on Mr. Fibish's letter.

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- From Peter Jamgochian, S.F. Developmental Disabilities Coordinator, stating his concerns about the lack of on-site bilingual programs for special education classes in the SFUSD, as he was requested to do at the HRC's Youth and Education Committee meeting. He suggested a study documenting the need for an availability of bilingual programs at special education sites and classes.

- From Glenn R. Nance, James R. Bell, Joseph E. Hall, and A. Cecil Williams, on behalf of the March 19th Committee to Defend the Black Majority in Southern Africa, announcing a Bay Area rally on Saturday, March 19th at Kimball Park (Geary and Webster streets in San Francisco) as part of a movement to "bring an end to the racist policies of the minority white South African government," and seeking HRC endorsement of the rally. See New Matters section of these Minutes.

- From U. S. Senator Alan Cranston, to Commissioner Silva (former chairperson of the Social Programs Committee) acknowledging the HRC letter about policies affecting illegal aliens in the United States. The Senator stated his shared concern about the authenticity and accuracy of figures used by the Immigration & Naturalization Service to pinpoint the number of illegal aliens in this country. He enclosed a copy of his floor statement on his new bill, the "Contiguous Neighbor Amendments to the Immigration and Nationality Act." This bill, S. 68, would establish a different numerical limitation for immigrants born in foreign contiguous territories, and for other purposes.

- From Leonard Fitzpatrick, a copy of a letter sent to Mayor George Moscone, in support of the HRC's budget request for 1977-1978.

- From Assemblyman Art Agnos, seeking support for his public leader-training proposal. This request was referred to the Social Programs Committee.

- From Mrs. Norman Shapiro, President, San Francisco Section, National Council of Jewish Women, appointing Mrs. Allan Unger to replace Mrs. Alfred Selix as a member of the HRC's Youth & Education Committee.

- To Russ Coughlan, General Manager, KGO-TV, a letter on behalf of the HRC from Chairperson Mezey, reacting to Mr. Coughlan's January broadcast editorial criticizing Mayor Moscone on a number of City issies. Chairperson Mezey referred specifically to Mr. Coughlan's allegations "that most of Mayor Moscone's appointments to boards and commissions are inexperienced and incompetent." A full text of this letter is attached to these Minutes.

**** Commissioner Giles complimented Chairperson Mezey on the thoroughness of her response to Mr. Coughlan and learned, on inquiry, that there to date had been no response to the March 1st letter.

- From Steve Arcelona, Chief of Operations, Mayor's Office of Employment and Training, to Commissioner Giles, enclosing a copy of the Evaluation Report for the 1976 San Francisco Summer Youth Program, as requested at the September 2, 1976, Youth & Education Committee meeting. Mr. Arcelona reported that San Francisco's allocation from the Department of Labor this year will be approximately $1 million less than in 1976.

- From Harvey M. Rose, Budget Director and Analyst, to all City department heads, giving the schedule of Finance Committee meetings on the 1977-1978 departmental budgets. The Human Rights Commission budget will be heard by the Finance Committee at 7 p.m., Friday, April 15th, in Room 228, City Hall.

- From Steve Bieringer, Chairman, Frontlash, requesting HRC consideration of a consumer boycott (organized by the Amalgamated Clothing and Textile Workers Union, AFL-CIO CLC) of J. P. Stevens & Co., a textile company based in North and South Carolina.

This request for endorsement of the boycott was referred to the Social Programs Committee. It was noted that the HRC has heretofore not, under its enabling ordinance, taken positions on collective bargaining issues.

COMMITTEES
YOUTH & EDUCATION

Sister Bernadette Giles, Chairperson
David Yamakawa, Co-Chairperson

- Longitudinal Evaluation of the Filipino Education Center: Feasibility Study - Med Claveria, HRC Community Liaison. (Note: "Longitudinal" in this case means a study covering a specific period of time, i.e., 1972-1977.)

Commissioner Yamakawa prefaced Mr. Claveria's presentation of his report by stating that the Youth & Education Committee had not yet discussed it in detail, nor made any recommendations based on it. Mr. Claveria, however, did make two presentations to the Committee, accompanied by Mr. Russ Quema, Principal of the Filipino Education Center, of the School District. The Center is located at Fourth and Harrison Streets.

Mr. Claveria said his primary purpose was to study the feasibility of conducting a longitudinal evaluation of students. Longitudinal means: a study covering a specific period of time, i.e., 1972-1977. The two main aspects were: 1) to determine the availability of information on the students; and 2) to record the students' achievement test scores, and the programs in which they were enrolled during a several-year period. What measure of program effectiveness should be used to evaluate the Filipino Education Center has not yet been determined. There currently is no measurement by the School District, he said.

The Filipino Education Center was established on May 1, 1972. It started serving students that same year. The Center's primary purpose is stated in the definition of the term "Newcomer Education" in "Definition of Terms for Spanish Bilingual Education":

"A planned sequential program for the reception and education of all students (K-12) new to the public schools whose language is other than English. It includes family reception, community orientation and referral, and student education. Its educational goal is to provide an individual with the skills and self-confidence necessary to participate fully in a new school and society, including positive identification with his own linguistic and cultural background."

The Chinese, Filipino, and Mission Education Centers are receiving centers for new immigrant children in San Francisco. The services they offer include family reception and referral, education screening and placement, a full curriculum designed for non English-speaking newcomers, orientation to community services and resources, and, when, possible, content support instruction in the students' native language. Each center serves students of all backgrounds, but the Chinese, Filipino, and Mission Centers serve primarily Chinese, Filipino, and Spanish speakers respectively.

The Filipino Education Center, the Mission Education Centers, and Chinese Education Centers, provide a unique kind of service to immigrant children whose school environment and curriculum from their country of origin differ completely from that of their new school environment. In order to minimize or cushion the impact of sudden change in their learning atmosphere, the centers provide a gradual transition prior to mainstreaming the students. The gradual transition helps the students gradually assimilate and adapt themselves to their surroundings. Since students have a very limited stay at the center, they are released to schools which can provide support programs, especially in language assistance.

A student enrolled at one of the Centers can remain and undergo training for six months or less; however, if it is necessary for the student to stay longer, the Center retains the student for further training for a maximum of twelve months. At the completion of a student's training, or at the end of twelve months, which either comes first, the Center assigns the student to a school. If the regularly assigned school does not have either a Bilingual (BBE) or ESL program, the student is authorized a temporary attendance permit (TAP) to enroll in a school which has either program.

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The program is currently funded by:

a. San Francisco Unified School District allocation
b. Elementary Secondary Education Education Act Title 1/Senate Bill 90
c. Comprehensive Employment Training Act (CETA)

The Center is headed by a principal, and is staffed by 5 classroom teachers, 2 professional staff, and 5 instructional aides.

The Filipino Center's program goals and objectives are stated as follows:

The FEC screens new immigrant students for placement in the District from K-12. It provides a classroom program for the K-6 children for six months to one year to facilitate transition of the newly-arrived immigrant children into an integrated school system. The class program is based on the regular District curriculum and also includes developing oral and written English proficiency of the child; assesses the educational, health and social services needs of the new immigrant child and his/her family and provides appropriate referral services. The FEC aims to develop the student's optimum growth in the basic personal, social and academic skills which are needed to adapt effectively in school, community and city. It aims to respect the student's cultural heritage, especially the first language, and to enable him to acquire English as a second language in order to communicate with others and proceed normally with classroom work, and adapt to the new environment.

The program components and major activities of the Center include screening, classroom programs, curriculum development, teacher training, and parent-community participation.

The entire enrollment of the Filipino Education Center was studied, that is, all the students enrolled from 1972-1973 through the 1976-1977 academic year.

School Year	Elementary students	No. of Secondary students screened	TOTAL
1972-1973	102	38	140
1973-1974	228	131	359
1974-1975	208	70	278
1975-1976	192	2	194
1976-1977	113	22	135
TOTAL	843	263	1106

This feasibility study determined the availability of data on the following:

A. Demographic information

1. Date of birth;
2. Grade in school when screened;
3. Date student entered the U.S.;
4. Date entered Filipino Education Center; and
5. Language(s) spoken

B. Student Achievement

1. Pre-test score;
2. Post-test score;
3. Date transferred from Filipino Education Center; and
4. Current school assignment and grade level.

Data was collected on students that had been served by the Center since 1972. The data on each of the categories of information and achievement was not available for each enrollee. However, the names of all students enrolled were available. The data that was accessible was listed by code designation rather than by student name.

Such data will serve as the starting point for a longitudinal study of students.

Using a code designation rather than the name listed, pre and post-test results and the school to which pupil was assigned were listed. The 1972 pre and post-test results of students were included in their cumulative folders, which accompanied them to the assigned school, and, hence, are not available, but this data could be traced to the school they are now attending.

The Filipino Education Center administers, as a pre-test instruction to determine placement, Battery II of the Stanford Achievement test for students who are able to read English, and the Gilmore Oral Reading test for students who unable to decode (to read, perhaps, but be unable to sound out syllables and pronounce correctly) English. The disadvantage of the Stanford Achievement test is that it is not effective for non native-English speakers (first language not English). The California Test for Basic Skills is useful even for non native-English speakers. The only disadvantage is that the CTBS is administered in the District in October and April of each school year. Because a student may enroll in or transfer out at a time other than during the testing period, a student may not be tested at all, while at the Center.

The Center has also devised its own pre-test instrument for mathematics. The Battery I Achievement test for mathematics is not used for students who are either non or limited-English speakers.

The Center's effectiveness cannot be measured by the duration of the stay of a student in view of the Court-ordered regulation that no student can remain in the Center longer than twelve months.

After the student is transferred, some problems may arise such as the inability of the student to cope with the curriculum of the receiving school in terms of English language proficiency. Such students are supposed to be referred back to the Center which reviews the grade level curriculum ofthe child. For instance, a student who was enrolled in fourth grade but could not read was given grade I level reading materials. Before he could catch up to the grade IV level curriculum, his stay with the Center expired, thus creating problems for the receiving school. Fortunately, there had been only one case where the student was 13 years of age and was assigned to grade 7. The Center does not cover that grade level. The receiving school complained that the achievement of that student was below grade level. The Center was not responsible for this problem. Such illustrations must be considered when measurements of the effectiveness of the Center are being developed, Mr. Claveria stressed. The Center, however, argues that the measurement of success should be on whether or not the goals or objectives are implemented. The criteria would then be the answers to the following questions:

1. Does the Center assess the needs of the students?

2. What are these needs?

3. Are these assessed needs met?

4. Are the goals and objectives implemented according to the needs of the students as assessed?

If the answers to the above questions are in the affirmative, then the program is effective, Mr. Claveria said.

He urged that the longitudinal study of the means of evaluating the effectiveness of the Center's program be pursued.

-more-

**** Chairperson Mezey read in full the following letter of commendation to Mr. Claveria, who is leaving the HRC staff to become a consultant with the Fair Employment Practice Commission.

Dear Med:

Your colleagues of the staff and the Human Rights Commission members join in commending you for your splendid work among us since January 30, 1975, even as we wish you good fortune in your new post with the Fair Employment Practice Commission.

Yours has been a service not only on behalf of the Filipino community, but for all aspects of HRC community liaison work. Your tact and discretion, your perserverance, and your good judgment in your assignments were invaluable.

We hope you will continue to identify with the HRC as you expand your professional career. Please know how much we respect your talents and are grateful for your part in our work for human rights in this City.

Sincerely,

Caryl Mezey, Chairperson

**** Chairperson Mezey commented that Mr. Claveria's departure was one instance of the HRC's training professionals and losing them because it cannot offer salaries competitive with other agencies.

Commissioner Yamakawa said that Mr. Ray del Portillo, Director, Bilingual Department for the SFUSD, and his staff had met with the Youth & Education Committee regarding bilingual education at the same meeting when it first heard Mr. Claveria's study report, so no action was taken on the latter in order that the Committee guests might discuss their interests. This the Committee will have as future agenda items both its recommendations on the Claveria report, and its assigned work adding some recommended points to its Recommendations on the Bilingual/Bicultural Education in the District.

GAY ADVISORY
Phyllis Lyon, Chairperson

- Committee Report

1. In Commissioner Lyon's absence, Gail Roberts said that a report will be made at a later date on the public hearing on fire safety in gay business establishments held on Saturday, March 5th.

2. A letter was read which is being sent on behalf of the HRC to the General Manager of the Municipal Railway, asking that the $1 per bus sign fee be waived in order to place, for one month, 440 bus signs on the Potrero and Kirkland lines, referring gay discrimination complaint calls to the HRC.

3. Commissioner Yamakawa asked the status of the transcripts and final report on the three public hearings on gay concerns sponsored by the HRC in 1976. He was told that the report will be issued shortly.

DIRECTOR'S REMARKS

- HRC Budget Hearing Before Mayor's Staff

Some 12 or 15 persons appeared at the public hearing held at Emerson School recently, the second of those hearings, to support the HRC's requests for budget support in 1977-1978. The next step will be the previously-announced Board of Supervisors, Finance Committee hearings----for the HRC Friday,

April 15th at 7 p.m. in Room 228 of the City Hall.

- Salary Standardization Re: HRC Staff

Chairperson Mezey, Director Mickins, Wayne Redus, and others have met with the Civil Service Commission staff regarding using comparable jurisdiction staff salary levels for setting the HRC professional level recommendations.

NEW MATTERS

- Request for Endorsement of Bay Area Rally on Black Majority in Southern Africa.

The letter from the March 19th Committee to Defend the Black Majority in Southern Africa was read in full at this point. It was signed by Glenn R. Nance, James R. Bell, Joseph E. Hall, and A. Cecil Williams. It included a listing of organizations endorsing the committee, and a leaflet announcing the rally on Saturday, at noon, March 19th, in Kimball Park, Geary and Webster Streets in San Francisco. Mr. Nance had been scheduled to appear, but a conflict in schedules prevented him from doing so.

A contributions card was passed around to all Commissioners.

- This request prompted Chairperson Mezey to remind Commissioners that the March 24th meeting of the HRC will consider rules and procedures that govern its agendae, its majority rule on issuing findings on appeals, and its policy on the kinds of endorsements it can make. In the past, she said, the HRC has restricted endorsements to legislation or to issues as defined in the enabling ordinance in the City Administrative Code directly affecting persons living in the City and County. It was stated that expanding this policy to national or international issues would open the HRC to a great many such requests.

**** AT the request of Commissioner Yamakawa, it was urged that all members of the HRC be written reminding them of the disaussion on the above items scheduled for March 24th.

**** Chairperson Mezey also asked that members of the HRC receive copies of documents listing affirmative action guidelines, goals and timetables, etc., used by the HRCC

- Commissioners were asked to note the copy of an article in the Sun-Reporter in their packets regarding the HRC action recommending denying a contract to the DeNarde Construction Company.

- Chairperson Mezey read in full the following commendatory letter to Commissioner Vernon Alley:

Dear Vernon:

Your colleagues on the Human Rights Commission and all members of the staff wanted to add their salute to that of all San Francisco who joined to honor you on Vernon Alley Day, declared by Mayor George Moscone on February 26, 1977.

Everyone is monolingual, and of the same race, creed, color, and religion when it comes to music. And your music and your artistry are the language of humanity singing, dancing, feeling, communicating, expressing.

Every day is Vernon Alley at at the Human Rights Commission and we are proud you are one of us.

Sincerely,

Caryl Mezey,
Chairperson

**** It was announced with great sadness that the infant son of Sautaute (Coke) Anoai and her husband died recently. The staff has sent flowers to the family, individuals have written to them, and the HRC asked that an official letter of its condolences be sent to Mr. and Mrs. Anoai.

CALENDAR MATTERS

- The next regular meeting of the HRC will be Thursday, March 24th, at 9:15 a.m. in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, April 7, 1977 - 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco
Youth & Education	Thursday, March 17, 1977 - 3:30 p.m. Thursday, March 31, 1977 - 3:30 p.m. Cathedral House Library - San Francisco
Gay Advisory	Tuesday, April 5, 1977 - 12 Noon HRC Offices, Room 509 1095 Market Street - San Francisco
Housing & Urban Development	Wednesday, March 16, 1977 - 1 p.m. HRC Offices, Room 509 1095 Market Street - San Francisco
Police Liaison	Thursday, March 17, 1977 - 4 p.m. Lurie Room, Main Library, First Floor
Social Programs	To be announced.

REMARKS FROM THE AUDIENCE

- Walter O'Donnell, of Self-Help for the Elderly, asked if the HRC were aware of protests by residents of apartment buildings in the block bounded by McAllister, Larkin, Golden Gate, and Hyde Streets, to the news that Hastings College of The Law has acquired the property and intends to demolish for construction of other buildings for its use. Director Mickins stated that Don Hesse, the HRC Housing Representative, and members of the Housing & Urban Development Committee were involved in this issue, and would be represented at a public meeting to be held Monday, March 14th at 7 p.m. at Hastings.

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM/JC/pa
3/16/77

CITY AND COUNTY OF SAN FRANCISCO

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street
Suite 501
San Francisco, California 94103
Telephone 558-4901

C O P Y

March 1, 1977

Mr. Russ Coughlan
General Manager
KGO-TV
277 Golden Gate Avenue
San Francisco, California 94102

Dear Mr. Coughlan:

The members of the San Francisco Human Rights Commission have asked me to write you to express their concerns about your editorial criticizing Mayor Moscone in January.

I am truly surprised that a person of your experience could take a new Mayor to task for not having accomplished in his first year the building of Yerba Buena, the completion of Western Addition, the complete turnaround of the Port and the eradication of the crime that plagues all our cities. You are well aware of the genesis of these problems; the many suits that halted YBC development, the curtailment of federal funds for development, particularly subsidized housing, the Port leadership that sat and watched for years while Oakland developed its container facilities and the drug abuse, unemployment and political bickering that all contribute to the atmosphere of crime.

You must also be aware of the work that has taken place in the City over the last year to solve these problems, including:

the Mayor's YBC Committee, set up to get support for plans and cut down on the possibility of further suits,

the ballot measure approving the building of an underground convention center in YBC,

the work of the new CAO, Roger Boas, to describe the program, hire architects and a management team that will ensure responsible fiscal management,

the timetable at RDA for completion of Western Addition,

the revised Northern Waterfront Plan that again stresses maritime development,

and the Mayor's efforts to bring together the warring political factions that hamper a reasoned attack on crime, while informing citizens of their responsibilities and possibilities of protecting themselves.

We all wish him well in continuing these efforts and building on them so that you, and we, may be pleased with the results of your years of his work.

In addition, I would like personally to comment on the specific allegations that most of Mayor Moscone's appointments to boards and commission are inexperienced and incompetent. (That they are political is allowed by the Charter and has been a matter of course for all Mayors.) As chairperson of the Human Rights

Commission, I have the privilege to work on a daily basis with fourteen other commissioners who are not only hard working and dedicated, but who were also chosen, as our enabling ordinance requires, to represent all segments of the community. Among the nine men and six women there are five Anglos, an Arab, four Blacks, a Chinese, a Filipino, two Hispanics, a Japanese. They represent business, labor, the gay community, ex-offenders, educators, social and community programs and the clergy. They are competent people with years of experience in just those areas in which our commission is empowered to act. I invite you to attend one of our meetings to learn this first-hand.

I have many acquaintances on other commissions that I can also priase as highly. Because you have not heard their names before does not mean that they are inexperienced or incompetent. It does suggest that many of them are non-establishment and are giving voice to many more people in San Francisco than have ever been heard before.

Yours truly,

/s/ Caryl Mezey

Caryl Mezey
Chairperson,
San Francisco Human Rights
Commission

bct

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of March 24, 1977

NEXT MEETING:	Thursday April 14, 1977 9:15 A.M.
	Commission Room, Third Floor Main Library, Civic Center

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Caryl Mezey (presiding), Vernon Alley, Carlota del Portillo, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Antonio Grafilo, Sylvester Herring, Phyllis Lyon, Enola Maxwell, John Morrissey, Dan Silva, David K. Yamakawa, Jr, Nadim M. Zarour

Excused: Lillian Sing, William Wesley

Staff

Present: Grant S. Mickins, Jack Casford, Douglas Chan, Luis Escobar, Larry Griffin, Don Hesse, Joe Meza, Vickie Rathbone, Wayne Redus, Gail Roberts, Emmett Rosebrough

Pledge of Allegiance

Minutes of Meeting of February 24, 1977, approved with one correction; at the request of Commissioner del Portillo: On Page 5, in the second sentence of the first paragraph, it should read "They pertained to the status of the advisory council (as a monitor), called for by the Master Plan which was accepted as part of the consent decree." The sentence formerly ended "...called for by the Lau vs. Nichols Supreme Court decision."

COMMUNICATIONS

- From Randall H. Alfred, stating two personal concerns as a member of the City's gay community: failure to include the term "publish" in the HRC's January 17th letter to Pacific Telephone and Telegraph Company to mean a complete statement of nondiscrimination in all future advertisements and solicitations by employees; and terms of members of the Gay Advisory Committee of the HRC and appointments to this body. Mr. Alfred's letter, written January 25th and sent directly to Chairperson Mezey, was discussed by her with him. Formal entry of it into the Minutes of the HRC was inadvertently omitted, which is why it is so done in these Minutes.

- From Joseph F. Diones, International Hotel Tenants Association, to the Mayor's Office, in support of the HRC's budget request, citing the HRC's long support and service to the International Hotel fight to prevent demolition and displacement of its residents.

- From Mayor George R. Moscone, thanking chairperson Mezey for the HRC letter to Russ Coughlan, General Manager, KGO-TV, challenging his January 19th-20th broadcast editorial criticizing Mayor Moscone and the quality of persons he appointed to City boards and commissions Chairperson Mezey said Mr. Coughlan has not to date responded to the HRC's March 1st letter.

-more-

- From Open Road Staff (a youth jobs placement agency) describing their work, including resume-writing, job development, etc. Open Road is located at 149 Ninth Street in the City.

- From Lorraine Lahr, Commissioner, Commission on the Aging, inviting the HRC to a March 24th meeting of the Women's Committee.

- From Paul Phillips, General Manager, Metro Transit Advertising, informing that they are unable to waive the $1 per bus labor cost of posting 440 car cards on the Potrero and Kirkland Divisions of the San Francisco Muni Railway. The Gay Advisory Committee/HRC had sought to place these cards, announcing the resources of the Gay Community Liaison worker at the HRC. Commissioner Lyon Said that Jo Daly of the HRC staff is still working on the problem of financing this $1 per bus charge.

- To Mr. and Mrs. Tusipa Anoai (Mrs. Anoai is a member of the HRC staff), on behalf of the HRC, formal condolences on the death of their infant son, Malachi, recently.

- From Vernon Alley, a copy of a letter he sent recently to Russ Coughlan, of KGO-TV, commenting on the KGO editorial in January criticizing the experience and competence of commissioners. Commissioner Alley's March 19th letter has received no response from Mr. Coughlan.

- From Gerald F. Cox, Catholic Social Service, to Commissioner del Portillo as Acting Chairperson of the HRC Employment Committee, reporting on progress and development of the Affirmative Action Program under the direction of Fr. John J. O'Connor, Executive Director of the agency.

**** Commissioner del Portillo recommended that the HRC write its congratulations to Father O'Connor for his fine work. Commissioner Giles added that when the HRC did a study on the Juvenile Court two years ago, ethnic expansion of the Catholic Social Service staff was one of its recommendations.

- From Judith Teichman, Deputy City Attorney, a memorandum on Fisherman's Wharf restaurants, attaching a copy of a letter she has sent to attorneys representing the Wharf restaurants in the lawsuit, Alioto's Fish Company, et al., vs. Human Rights Commission, et al., requesting a number of legal actions.

**** Following the reading of the correspondence from Ms. Teichman, the HRC went into Executive Session to discuss it.

Special Agenda

Discussion of Implications of Judge Stanley Weigel Decision (U.S. District Court) Regarding the San Francisco Unified School District's Action on an Affirmative Action Policy.

- Chairperson Mezey announced that the Judge recently had granted a preliminary injunction that restrains the School District from awarding construction contracts requiring 25% participation by minority entrepreneurs. He based his decision in part on the fact that the Board of Education had not adopted this (minority participation requirement) as a board policy. He did not rule on this issue (the policy). The Board did in fact on March 22nd adopt such a policy. Judge Weigel refused, however, to lift his injunction at a hearing March 23rd.

- HRC Action Formally Adopting, As of September 16, 1976, the Revised HRC Affirmative Action Policy.

The Notice to Bidders, Part I, Affirmative Action Program, as revised by the HRC and presented and accepted formally at the HRC regular meeting of September 16, 1976, is used with every City contractor. It includes minority entrepreneurship and employment of women goals.

After discussion of the use of this document and the HRC's mandated jurisdiction under its ordinances, it was

**** m/s/c that the HRC reaffirm by adopting nunc pro tunc (now for then) as of September 16, 1976, the Revised Affirmative Action Policy (as contained in the Notice to Bidders, Part I, Affirmative Action Program).

**** Commissioner del Portillo said that she was hopeful the Youth & Education Committee would monitor what effect on minority children and the educational services provided them would stem from the Weigel injunction affecting construction of schools in impacted areas, and this referral to the Committee was made by Chairperson Mezey.

**** Chairperson Mezey referred to the Youth & Education Committee the request by Commissioner del Portillo that it monitor the effect on minority children and educational services provided them that would stem from Judge Weigel's injunction affecting construction of schools in impacted areas of the City.

- Discussion of HRC Affirmative Action Rules of Procedure (in Affirmative Action) and Section 12B (Nondiscrimination Ordinance) of the City Administrative Code.

1. Recommended Alternatives to Section 12B. 2. Nondiscrimination Provisions of Contract. (f) (5) "For purposes of appeal proceedings under this section, a quorum shall consist of eight members of the Commission.

The vote of the majority of the full Commission shall be necessary to affirm, reverse or modify such decisions, order or other action rendered hereunder. Should a member of the Human Rights Commission be designated under Sec. 12B.2 (f) (1) of this contract, that Commissioner may not participate in an appeal under this section except as a witness."

There was long, detailed discussion on this paragraph as written. The HRC would have to request of the City Attorney that legislation incorporating any changes in the paragraph be written and introduced to the Board of Supervisors in order to amend the Nondiscrimination Ordinance (Section 12B).

The discussion also considered the makeup of the show cause hearing panels as outlined in the HRC's Rules of Procedure (in affirmative action). Presently the show cause hearing must be "conducted by three Commissioners appointed by the Director."

Chairperson Mezey asked that Commissioners comment on their positions on:

- the advisability of possibly reducing the number of Commissioners needed to arrive at a majority finding in an appeal hearing.

- a finding should be made if no majority can be reached.

Commissioner Fine noted that the show cause hearing panel's purpose (when set up) was to try to resolve issues without appeals to the full HRC.

Director Mickins said that most cases that have gone to full HRC appeal hearings (which have been extremely rare) have confirmed the findings of the show cause hearing panels. He said trying to schedule at least eight members of the HRC for multiple appeals hearings was extremely difficult.

Commissioner Fine emphasized that the HRC's primary aim in setting procedural rules is to make certain justice is done in those cases that require either action by the Director, by a show cause hearing panel, or by the full HRC.

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There was considerable discussion on the point of lowering the number of members of the HRC who should be necessary for a majority finding on an appeal.

Commissioner Morrissey stated his agreement with other Commissioners that the show cause hearing panel serves a useful function in giving an opportunity to settle without having to take an issue to a full HRC appeal hearing. He also suggested that a quorum be defined as a majority of those Commissioners hearing the appeal, or some other such means to reduce the figure of eight as Section 12B now requires.

Most Commissioners were in agreement that the figure of eight should be lowered, given the recent experience in the discrimination case of Martin Johnson v. Peter Kiewit Sons' Co. where only eight Commissioners were eligible to sit on the final appeal hearing, requiring a unanimous vote which proved impossible to obtain and led to a split 4-4 decision.

A number of different ideas for setting up show-cause-to-appeal-hearing procedures were offered around the table: setting up a final hearing panel of five in addition to three on a show cause hearing panel; dropping the quorum requirement to six Commissioners with a two-thirds vote (4) enough to make a majority decision; reducing the quorum to five persons; and setting up a conciliatory panel in place of the show cause hearing panel but without power to render a finding; etc.

Commissioner Fine stressed the usefulness of the show cause hearing panel with power to reach an official finding, rather than having a mediation/conciliation function.

**** It was informally agreed that the HRC would ask that the amendment to Section 12B.2 (f) (5) incorporate the idea that a quorum shall consist of a majority of those Commissioners serving, and the vote of the majority of those hearing (the appeal) shall be necessary.

**** It was also agreed that the word "affirm" be eliminated from the above paragraph.

In the discussion of the HRC's Rules of Procedure on Affirmative Action (as differing from proposed amendments to the Nondiscrimination Ordinance which have to go through the Board of Supervisors ultimately), the Commissioners noted that they can amend their own Rules.

**** It was agreed, by a show of hands, that the HRC is in favor of changing the Rules of Procedure, V. SHOW CAUSE HEARING b. now reading, "A show cause hearing shall be conducted by three Commissioners appointed by the Director." as follows:

A show cause hearing shall be conducted by two Commissioners, with an "outside" member from one of the HRC Standing Committees with relevancy in any given issue (employment, housing, education, etc.), all appointed by the Chairperson.

2. HRC Policy on Endorsements

Chairperson Mezey stated that in the past the HRC has endorsed legislation on the local, state, and federal levels that had an impact on the residents of the City and County of San Francisco. Requests for other endorsements, in other states, or other countries, concerning political and ideological issues also come to the HRC and it was felt that it should adopt a policy on what it is legally mandated to do and what it is not. This policy, she said, would have no bearing on issues on which individual Commissioners wish to take public positions, or causes to which they lend their names and assistance as individuals but identified as members of the HRC.

This item drew considerable comment from members of the HRC.

Commissioner Morrissey stated that he felt that the HRC should restrict its endorsements to its jurisdiction alone.

Commissioner Silva expressed his strong conviction that the HRC should be responsive to human rights principles, both in San Francisco and in other parts of the world, and not follow a strict interpretation of the limits imposed by rules and regulations.

Commissioner Zarour concurred in the sense of being concerned first with human rights in San Francisco and, by extension, to violations of human rights in the world.

Commissioner Yamakawa said that he felt that the only reason there had not been a significant volume of work (such as discrimination charges) brought to the HRC has been in part because of previous restraints on the part of prior Commissions. He said that if the HRC opens up to receive endorsement requests for a large and varied number of causes, it will occupy a substantial portion of staff and HRC time. He said there needed to be an orderly procedure established in order to deal with both human rights causes in the City and those in other parts of the world.

Director Mickins said that in the past two months, his experience has been that the HRC receives three to five requests for taking a position endorsement of legislation. At least six to a dozen requests for HRC consideration of various human rights issues are received a month, on the average. Some are general mailings, but at least half are addressed specifically to the HRC.

Commissioner del Portillo urged that the HRC adopt a set policy on endorsements so the community would understand in advance.

Commissioner Fine said that he agreed emotionally and temperamentally that it behooved the HRC to stay abreast of events concerning human rights in other parts of the country, but that on the other hand he was concerned that:

1. To make intelligent, informed endorsements would require a great deal of background work on all sides of an issue.

2. The HRC could antagonize some elements of the community if it were felt that the HRC judges on a case by case basis, and makes endorsements of some causes and does not on others.

Commissioner Giles noted that in the past the HRC has been asked to take stands on highly-controversial issues, some of which made it vulnerable to community criticisms for its taking positions on issues outside the City while injustices persisted locally.

Chairperson Mezey said that one criterion of endorsement would be consideration of what difference in a given situation, say, one involving charges of political or racial discrimination in another country, the HRC's position could make.

Commissioner Grafilo said that he felt the HRC should adopt a "general policy" on endorsements which would be flexible.

**** Chairperson Mezey referred to the Administrative Committee the defining of a recommended policy on endorsements. It was suggested that the Committee note the enabling ordinance regarding what matters of policy must go to the Mayor or Board of Supervisors.

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- Discussion Amendments to HRC Rules and Regulations -- Rule Ten Setting a Limit on Unexcused Absences of Commissioners from Regular HRC Meetings.

Chairperson Mezey said that there is no procedure currently by which the HRC can ask for the resignation of a Commissioner. One Commissioner has not been at a regular meeting since September, 1976. Director Mickins said members of the family of this Commissioner have indicated that a resignation will be forthcoming.

Commissioner Herring asked that it be determined what power the Mayor has to ask for a resignation, saying he felt that this was something the HRC itself should not do.

It was noted that many other commissions have rules regarding unexcused absences and obligatory resignations.

Director Mickins reported that the attendance record of the members of the HRC had been excellent and no further action was taken on this item.

- Review of Committees

Agenda- Commissioners were asked their views on how the HRC agenda is ordered, or any improvements they might suggest.

Commissioner del Portillo suggested that Remarks from the Audience be moved from the end of the meeting to when specific agenda items on which the public wish to speak are discussed.

Commissioner Grafilo suggested that the Director's Remarks be given after Communications, in order to inform all members, some of whom near the end of the meeting have to be excused to keep other engagements.

Commissioner Morrissey urged that all proposed resolutions be prepared and distributed in advance of regular meetings.

Compositions- Chairpersons of Standing Committees were asked to make sure that each committee had representation from the gay community, a policy determined by the Administrative Committee.

Commissioner Grafilo asked if there were any guidelines for required representations on committees of such ethnic groups as Filipinos, Koreans or Armenians.

It was suggested that announcements of meetings Commissioners had attended could be included under Old Matters.

**** Commissioner Herring asked for the City Attorney's ruling on the procedure for requiring Commissioner resignations or removing them.

DIRECTOR'S REMARKS

- Director Mickins announced that the HRC budget request would be heard before the Board of Supervisors on Friday, April 15th at 7 p.m. in Room 228 in City Hall. He expressed the gratitude of the HRC to all persons who appeared on our behalf at the Mayor's public hearings earlier.

- He announced that Commissioners Mezey and Yamakawa and members of the Employment Committee had met with the Civil Service Commission staff regarding the recommended no increase in salaries of the professional bench-mark staff positions, and that a new recommendation of 5% is now approved.

-more-

NEW MATTERS

- Commissioner Morrissey noted that the HRC concerns for the aging in affirmative action should be pointed out in the response to Russ' Coughlan's editorial. It was noted also that Commissioner Giles had cited the work the HRC has done regarding the regarding the treatment of illegal aliens.

CALENDAR MATTERS

- The next regular meeting of the HRC will be Thursday, April 14th, at 9:15 a.m. in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Meeting cancelled
Youth & Education	Thursday, March 31, 1977 - 3:30 p.m. Thursday, April 21, 1977 - 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco
Gay Advisory	Tuesday, April 5, 1977 - 12 Noon HRC Office, Room 509 1095 Market Street -San Francisco
Housing & Urban Development	Wednesday, April 20, 1977 - 1 p.m. Potrero Hill Neighborhood House 953 DeHaro Street - San Francisco
Police Liaison	Thursday, April 21, 1977 - 4 p.m. Commission Room - Main Library San Francisco
Social Programs	Tuesday, March 29, 1977 - 10 a.m. HRC Office, Room 509 1095 Market Street - San Francisco

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM:JC:pa
3/30/77

SF
HEO
#2
4/14/77

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of April 14, 1977

NEXT MEETING: Thursday April 28, 1977 9:15 A.M. Commission Room, Third Floor Main Library, Civic Center

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Caryl Mezey (presiding), Vernon Alley, Carlota del Portillo, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Antonio Grafilo, Sylvester Herring, Phyllis Lyon, Enola Maxwell, John Morrissey, David K. Yamakawa, Jr. Nadim M. Zarour.

Excused: Dan Silva, Lillian Sing.

Commissioner Wesley's formal letter of resignation was read in full:

Honorable Mayor George Moscone:

It is with regret that I submit this letter of resignation. The months as Human Rights Commission have proved to be, to say the least, interesting. Although a young man, I think my experience on the HRC helped me understand basically how government functions and why it dis-functions.

I view this resignation, not as an end, but rather a beginning of another phase of my life. I thought about this move quite some time before this letter, and sincerely believe this is best for me at this time.

I would like to thank and commend those members of the Commission who honestly have the people of San Francisco first and foremost in their hearts and actions. Also, the Commission's Director, Mr. Grant Mickins, a capable individual and a gentleman.

Looking to the Future,

William K. Wesley

....

A copy of this letter was sent also to Director Mickins.

**** Chairperson Mezey was authorizedto write the Mayor, asking that he consider again appointing a representative of youth, as he did in appointing Mr. Wesley.

Staff:

Present: Grant S. Mickins, Jack Casford, Doug Chan, Luis Escobar, Don Hesse, Joe Meza, Vickie Rathbone, Wayne Redus, Gail Roberts.

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Pledge of Allegiance---There was no American flag present.

Minutes of Meetings of February 24, 1977, and March 24, 1977 approved.

COMMUNICATIONS

- From James J. Brosnahan, President, The Bar Association of San Francisco, inviting the HRC to attend a one-day, invitational Symposium on Heroin Abuse and Law sponsored by the Association with the Drug Abuse Council, on May 4, 1977.

- From David Yamakawa, Chairman, San Francisco County Planning Committee, inviting the HRC to nominate persons to serve as members of a community-based planning body.

- From the Rev. Ray Broshears, President, Gay Liberation Alliance, protesting the role of the HRC's Gay Representative staff member and Commissioner Phyllis Lyon regarding a recent fire safety conditions hearing, and other issues in the Gay community.

- From the Rev. Broshears, asking HRC action regarding alleged discriminatory rental policy by the Bauer Audio Video, Inc., firm.

- From the Rev. Broshears, asking that the HRC hold hearings on the contracts that three firms hold with the City. The firms, which hire Anita Bryant to promote their products, are: The Singer Sewing Machine Corporation, Allied Van & Storage Company, and the Florida Citrus Commission.

- From Wilfred T. Ussery, of Aileen C. Hernandez Associates and Black Urban Systems, enclosing and asking for a meeting to discuss a Schematic Draft of a Proposal for Development of a Black-on-Black Crime Reduction Project for the City and County of San Francisco.

- From Kare Anderson, Administrative Assistant to State Senator Peter H. Behr, asking support for SB 224, which would provide minimum unemployment compensation to newly-released inmates of state prisons. This was referred to the Employment Committee.

- From Wayne Yee, Executive Director, Chinese Youth Alternatives, asking the Director's participation on the Advisory Committee to a legal research project funded for $28,000 by the Rosenberg Foundation to help the agency and the community-at-large to deal with delinquency patterns of Chinese youths.

- From Charles R. Garry, of Garry, Dreyfus, McTernan, Brotsky, Herndon & Pesonen, Inc., requesting a rehearing of the appeal to the HRC findings in the (discrimination) case of Martin Johnson v. Peter Kiewit Sons' Co. & Chet Smith Trucking.

- From Mr. Garry, a copy of a letter to S.M. Tatarian, Director, City Department of Public Works, and the HRC jointly, on behalf of his clients Oppressed Minority Independent Truckers Assoc., requesting a meeting concerning certain affirmative (action) programs of the City relative to "airport jobs, street jobs, and any and all other types of public work project jobs that are going on at the present time."

- From the Co-Chairmen (the Rev. John J. O'Connor, the Rev. Marvin Chandler, and Rabbi Martin S. Weiner) of the San Francisco Conference on Religion, Race and Social Concerns, asking the HRC to participate in a community committee for continuing education against Nazism, and to attend a meeting on April 15th. The HRC's Chairperson, a representative staff member for Director Mickins, and Commissioner Herring said they would attend this meeting.

- From Commissioner Zarour, a letter responding to the Mayor's letter asking for input into the area of human rights and Affirmative Action. This letter was read in full, and discussed fuly at a later point in this meeting. See New Matters.

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- From Charlotte McMinn, President, San Francisco Association for Gifted Children, to Chairperson Mezey, a copy of her letter to Mayme Chinn, Gifted Program Supervisor, asking a number of questions following up on the HRC's Report on the Gifted of November 18, 1976. Copies went also to LuLu Carter and George Karonsky.

- From James H. Leonard, Director, Bureau of Public Service, City Public Utilities Commission, responding to an HRC letter inquiring about bilingual printing of water rationing information, and informing that such a program has been undertaken, that a Spanish-language TV public service spot, radio announcement, and media information will be under way, and that Chinese for Affirmative Action and Self-Help for the Elderly have been helpful to the PUC.

- From Albert Cheng, Affirmative Action Officer, San Francisco Unified School District, following meetings with the HRC staff, recommending three steps regarding relinquishing the HRC's responsibility in monitoring the District's construction contracts. See Director's Remarks section of these Minutes.

- From Charlie Walker, Chairman, Roots Development Corporation, and James Babb, Ingleside Development Corporation, inviting the HRC to a meeting April 15th concentrating on Black contractors and sub-contractors of the Greater Bay Area.

- From James J. Brosnahan, the Bar Association of San Francisco, urging HRC attendance at a community meeting April 5th regarding the budget request to the City from the Police Commission for a pilot program to establish a civilian-staff Office of Citizen Complaints. The HRC had endorsed this program proposal in the past. This was referred to the Police Liaison Committee earlier, and before April 5th. The last HRC meeting had been March 24th.

- To Russ Coughlan, General Manager, KGO-TV, a letter from Commissioner Lyon, responding to what she felt was "deliberate unfairness" in an editorial critical of the Moscone Administration broadcast in January. It was noted that Mayor Moscone had appeared in rebuttal to some of these criticisms recently on KGO-TV.

- From Patrick J. Mahler, Director, Employee Relations, Board of Supervisors, a copy of a memorandum to all department heads, regarding requests for meeting and conferring on negotiations for the 1977-1978 Salary Standardization.

- From John J. Walsh, General Manager, Personnel, Civil Service Commission, a copy of a memorandum to departmental personnel officers, regarding an amendment to the Civil Service Commission Rule 1, Section 1.03 adopting a new Rule entitled "Affirmative Action Plan a Policy for Equal Opportunities." See Director's Remarks below.

DIRECTOR'S REMARKS

- HRC Budget Request - The HRC has learned that its request for an increase in its Affirmative Action Contract Compliance professional staff was deleted in the Mayor's office. The Deputy Director staff position has been recommended as a Management Analyst position. Substantial cuts, however, in its operating expenses and program areas have been recommended by the Board of Supervisors' Budget Analyst office. The Civil Service job description for Management Analyst shows the duties primarily are fiscal, managerial and programmatic. A member of the CSC staff has said he is willing to work out the HRC concerns about this (expanding the job duties of the Management Analyst), and the HRC position will be given at the public hearing set for April 15th at 7 p.m. before the Finance Committee of the Board of Supervisors.

- Civil Service Commission Rule 1, Section 1.03 - See Communications. The amendment to this section, adopting a new Rule entitled "Affirmative Action Plan and Policy for Equal Opportunities", was voted by the Civil Service Commission on April 4th. This is the plan that had been drafted basically by Civil Service Commission President Darrell Salomon, and discussed by him before the HRC in December. At that time, the HRC had objections to the plan and withheld support. The CSC action April 4th was with the proviso that during the ensuing 180 days there might be amendments to it (or a supplemental plan) from the HRC and community-based affirmative action agencies.

The HRC concerns initially about its obligations under the plan are, said Director Mickins, increased now because of language added at the April 4th CSC meeting. Mr. Mickins read in full Rule 1, Section 1.03 e) Monitoring and Evaluation calling for the HRC's quarterly review of compliance by the CSC and f) Discrimination Complaints calling for investigation by HRC staff of discrimination complaints filed with the CSC.

Chairperson Mezey said that when she testified before the CSC, and had been asked by Mr. Salomon if the HRC would be willing to take on these responsibilities,she answered that the HRC would give an answer when the supplemental affirmative action plan was written with community input in the 180-day period following the CSC April 4th action, and if that plan met the affirmative action criteria that the HRC already had outlined in detail to Mr. Salomon in earlier discussions, it would then take a position. She emphasized that if the supplemental plan were to still be far off the standards the HRC felt necessary, that it would most likely not be willing to aceept the complaint investigation and quarterly review of City departments' compliance responsibilities as outlined.

There was Commissioner response to this issue, including the comment from Commissioner del Portillo that the HRC's already-limited staff would, under the amended Rule 1, be "forever writing reports".

Commissioner Fine commented that from the perspective of 13 years as a member of the HRC, the agency had more statutory power over the private sector City contractors in affirmative action than it did over City departments. He had urged that the Mayor support the HRC rather than the CSC recommendations. He urged that the HRC make the same requirements of City departments that it did of private employers---approval or rejection of a contract bids, with the proviso for show cause and appeal hearings.

The Chairperson noted that this (departmental monitoring) would require specific legislation. She said that the CSC plan pertained only to its procedures, and that it was up to each City department to develop its own affirmative action plan.

Commissioner Herring emphasized his feeling that the HRC should react immediately to the CSC April 4th action and the adopted plan/amendment. He pointed out that the HRC staff analysis of the first Salomon affirmative action plan, and HRC official reaction to the second Salomon plan had been well-documented, along with the objections and concerns of community groups. Commissioner Mezey said that even those objecting to the April 4th plan (at the CSC meeting)urged that it be adopted, but then amended and revised with community input during the next 180 days.

- Commissioner Fine urged that the Mayor be kept fully informed of what the HRC position is on the CSC's "Affirmative Action Plan and Policy for Equal Opportunities" as adopted April 4th.

**** The Chairperson was authorized to write immediately to the Civil Service Commission offering the help of the HRC for working out the (supplemental) affirmative action plan in the next 180 days.

**** Full discussion of this plan was referred to the HRC Employment Committee for its recommendations and review, with special emphasis on the HRC's role.

- Commissioner Fine urged that the Employment Committee obtain from the City Attorney's Office the exact determination of what the HRC statutory powers in affirmative action are over other agencies.

- Probation Department Minority Jobs Complaints

Meetings with former CSC General Manager Bernard Orsi by the HRC staff had seemed to establish that he was willing to take some actions in response to a complaint filed with the HRC by five Probation Department minority people. The complaints stemmed from a recent Civil Service examination for Senior Supervising and Supervising Probation Officer job slots. Though many long-term minority employees took the written examination, only two passed it (and one was reportedly ready for retirement). Director Mickins recalled that Joseph Botka had some time ago asked the HRC to investigate charges from the Grand Jury that there was a serious lack of minority representation as probation officers (and none as supervisors) despite the large (average 75%) minority client service population. However, Mr. Orsi has left office and

his successor, John J. Walsh, has held that the CSC interpretation of the rules and regulations on the written probation officer examination will be strictly construed. Commissioner Yamakawa was told, on his inquiry, that the HRC had pointed out a number of times in the past the inbalance in minority representation in the Probation Department.

- HRC Relinquishment of Monitoring SFUSD Contracts

The HRC initiated the action placing the responsibility for monitoring contract compliance on construction contracts let by the School District on the District's own staff. Following meetings between the two staffs, three basic recommendations were arrived at. They were contained in a letter (read in full at this meeting) from Albert Cheng, Affirmative Action Officer for the District. They are:

1. The HRC and the District will begin implementing the transition on April 15, 1977. Stanley Lim of the HRC staff and Mr. Cheng will meet on a regular basis to begin transferring, by project, this responsibility.

2. Full transition will be completed by June 30, 1977.

3. The HRC will continue to provide inservice training in contract compliance to the District's staff from June 30th through September 30, 1977.

COMMITTEES

Housing and Urban Development
Enola Maxwell, Chairperson
Antonio Grafilo, Co-Chairperson

- Resolution Calling on Hastings Law School to Provide Replacement Housing for Any Units Demolished by Construction of the Proposed Law Center - Don Hesse, HRC Housing Representative.

Mr. Hesse gave a brief background description of this issue

Hastings College of the Law has proposed to expand its campus to the block bounded by Hyde, Golden Gate, Larkin and McAllister, and to construct two buildings on it. That block is presently occupied by the Social Security Administration, several retail stores and professional offices, and 243 housing units occupied principally by the elderly and poor, all of whom will be displaced under the proposed expansion.

The site is ideal for low-income housing since it is outside the central Tenderloin and close to both commercial services and the recreational facilities of the Civic Center. Because the housing units presently rent in the $65-100 range, they are irreplaceable in today's economy; even if the tenants are paid relocation benefits, these subsidies go to them personally and the low-rent units will be lost to the City, if tenants are displaced.

Mr. Hesse pointed out that the Hastings plans for the entire block in question calls for an Academic Affairs Library, for which funding is available already, and a Legal Facilities building. The Library as proposed would displace no housing units.

There has been a great deal of community reaction, and a public meeting has been held. Hastings, he said, has since modified its position, and does not deny it has an obligation, as a State institution, under State Law, to relocate tenants displaced by demolishment of housing units. The school has suggested as one alternative conversion of the old Empire Hotel/Federal Office Building (a 20-odd story brick structure) to senior housing. It also has proposed demolishing the buildings fronting Hyde Street and Golden Gate Avenue (where two hotels would come down, at a loss of 72 units) and relocating in the now-vacant Madonna Hotel. This hotel has been acquired by the State.

The San Francisco Neighborhood Legal Assistance Foundation has asked Hastings to form a community committee, including tenants, the HRC, and community social service agency representatives.

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Hastings, he said, is not subject to local environmental or height limits in its new construction.

It was

**** m/s/c that the Human Rights Commission adopt a Resolution Regarding Hastings Law School's Building Expansion Plan, calling on the school to make every effort to avoid demolition (of housing units) and, if any housing units must be demolished, that the school provide comparable replacement housing on a unit-for-unit basis. The full Resolution is attached to these Minutes.

- Commissioner Morrissey voted No.

Staff reported that another factor in the planned demolishment would be the forcing out of the Social Security Administration's office at the corner of Hyde and Golden Gate Avenues. Its clients for the most part live within walking distance or easy public transportation, and community feelings are strong that this service should be relocated to an office with comparable accessibility. Social Security, the HRC agreed, should not be forced to move until a suitable relocation site has been found for continuing its accessibility.

- Commissioner Maxwell stated that there was still very strong community feeling that the community (of present residents in the disputed block) should be retained in the existing housing.

- Resolution Endorsing SB 359 (Roberti) Amending the Unruh Civil Rights Act by Prohibiting Discrimination Against Children in the Rental or Leasing of Housing - Mr. Hesse

- State Senate Bill 359, introduced by Senators Roberti and Behr in February of 1977, had HRC input, among others, in its preparation. Mr. Hesse stressed that it amends the Unruh Act, rather than the Rumford Fair Housing Act, which is the responsibility of the State Fair Employment Practice Commission. Under SB 359, individuals would bring complaints through attorneys for redress. It would cover all housing in the state; it would exempt housing set aside for retirees and the elderly; and mobile homes would also be exempted. The language, said Mr. Hesse, is identical to the precedent-making San Francisco Fair Housing for Children ordinance.

It was

**** m/s/c that the HRC endorse Senate Bill 359 (Roberti/Behr).

- Commissioner Yamakawa cited an old Unruh Act case where a court upheld permitting exclusion of a family with a boy rather than a girl, and he suggested considering this problem.

ADMINISTRATIVE
David Yamakawa

- Letter to Governor Brown Regarding Title 20 Funding

Commissioner Maxwell gave some background on the issue leading to the request by the Administrative Committee to send this letter.

Title 20 of the Social Security Act, is unlike Title 4A, which allowed open-ended four-to-one money to come into communities with a great deal of flexibility (These monies fund such programs as those for the mentally and developmentally-disabled.and have far less flexibility). There is a great deal more control under Title 20 by federal and state, especially over non-mandatory programs. Currently, the state has no plans to fund nonmandatory programs in the next fiscal year.

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Commissioner Maxwell said there were several programs for the mentally and developmentally-disabled persons in the City, and that the Department of Social Services has said that it will have no money for nonmandatory programs, i.e., those for the mentally and developmentally-disabled persons.

The State Senate has voted to ask the Governor to transfer $16 million from the General Fund to finance these nonmandated programs until other means to do so can be found. She said the amount needed in San Francisco is only $600,000. At the present time, Governor Brown's willingness to sign this measure is in doubt.

It was

**** m/s/c that the HRC authorize the sending of a letter to Governor Brown urging his support for the State Senate measure transferring $16 million from the General Fund to support nonmandated programs for the mentally and developmentally-disabled persons.

- Letter to Secretary of Health, Education, and Welfare Regarding Implementation of Section 504 of the Vocational Rehabilitation Act.

This issue has had wide national attention, focused by the dramatic sit-ins by physically handicapped persons in HEW offices in major cities demanding that Secretary Joseph Califano sign immediately Section 504, which prohibits, under any program receiving federal financial assistance, discrimination against physically-handicapped persons.

In San Francisco, the sit-in had gone on for approximately nine days at the time of this meeting. Commissioner Maxwell had participated in the picketing activities, and staff had been in touch with local proponents. The Director had spoken with many community representatives on the issue, including the San Francisco Council of Churches.

The proposed letter on behalf of the HRC called on the Secretary to sign, immediately, regulations to implement Section 504.

The Administrative Committee had obtained specific information on the regulations and their contents before making its recommendation that the HRC send a letter to Secretary Califano.

It was

**** m/s/c that the HRC authorize the sending of a letter to Secretary Joseph Califano, of the U.S. Department of Health, Education, and Welfare Department, urging that he immediately sign regulations implementing Section 504 of the Vocational Rehabilitation Act of 1973. (a copy of this is attached to these Minutes)

- Commissioner said he voted No because he could not take an action without seeing and studying the regulation in question.

- Director Mickins announced that HRC's individual commissioners had been asked to participate in a rally to be held in United Nations Plaza (50 Fulton Street) in front of the Federal Building from 10 to 1 p.m. on Friday, April 15th.

YOUTH AND EDUCATION
Sister Bernadette Giles, Chairperson
David Yamakawa, Co-Chairperson

- Adoption of Revised Bilingual Education Recommendations

On February 24, 1977, at its regular meeting, the HRC had heard a long staff report on Bilingual Education in the School District, and considered five recommendations from the Committee. In discussion, three more points of concern were raised by Commissioners del Portillo and Sing. The issue was then referred back to the Youth & Education Committee.

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Today the Committee was making seven revised recommendations on Bilingual Education. Commissioner Yamakawa reviewed each one separately, pointing out where no changes had been made from the originals, and where Commissioner del Portillo's considerations had been incorporated or combined.

Following a reading of the seven recommendations, Commissioner del Portillo responded, and made suggestions in changing the wording, primarily to introduce each recommendation with the name of the specific School District department that should carry it out. She said that her recommendations were based on the fact that many Bilingual Education staff people are being "borrowed" by other departments, and that three bilingual education supervisors had been reassigned.

After Commissioner discussion on these proposed changes in phraseology by Commissioner del Portillo, it was

**** m/s/c that the HRC adopt the following Recommendations on Bilingual Education.

The Youth and Education Committee, at its meeting of March 31st, adopted these revised recommendations on Bilingual Education:

The Human Rights Commission strongly recommends that appropriate departments in the School District implement the following:

1. That the Bilingual Department identify and field-test more objective methods of identifying non and limited English-speaking students other than by teacher opinion surveys.

2. That the Bilingual Department identify students who are served directly by the Bilingual Office and indirectly through school site initiated programs by school, grade level, and ethnic composition.

3. That the Research Department evaluate student progress within Bilingual Office programs on the basis of pre-and post-test instruments which should include an evaluation of the student's ability to speak English and other language.

4. That the Instructional Division ensure articulation between grade levels and among schools and within the time-line set by the Bilingual Master Plan.

5. That the Bilingual Department survey the specific language needs for those in need, but not being served,and determine why they are unserved.

6. That the Fiscal Department conduct an independent survey to determine the direct use of funds under ESAA, ESEA Title I/SB 90, and AB2284 for the non and limited-English speaking students.

7. That the Fiscal and Bilingual Departments set up a system to monitor the utilization by site administrators of those ESAA, and ESEA Title I/SB 90 and AB 2284 positions generated by non and limited-English speaking students.

- <u>Acceptance of Longitudinal Evaluation of the Filipino Education Center: Feasibility Study</u>.

Med Claveria, formerly HRC Community Liaison Worker on the HRC staff, had presented this detailed report which he had researched to the HRC at its March 10th meeting.

It was

**** m/s/c that the HRC accept the report. Copies of it are available by telephoning Gail Roberts or Grace Markham at the HRC Offices, 558-4901.

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- Proposal for Artistically-Gifted Pupils

This proposal was prepared by Leonard Fitzpatrick, a longtime member of the Youth & Education Committee, and Assistant Superintendent of the Recreation and Park Department, and formerly Music Supervisor of that department.

Presently funds are provided for instruction of identified academically-gifted youth from the State of California. No specific funding is provided for youth who are culturally-gifted in the literary, visual, and performing arts. It seemed unfair to Mr. Fitzpatrick to provide additional instruction for those gifted in academics and completely ignore those who are gifted artistically. Further it has been the practice of school districts and private schools to make cuts in drama, dance, and music budgets whenever a budget crisis developed.

It was

**** m/s/c that the HRC adopt the following proposal:

- That the Human Rights Commission approve a program to investigate what general interest exists in the artistic community of San Francisco to make our legislators aware of the need to provide funding for youth who are gifted in the arts.

- That the Youth and Education Committee discuss the needs of artistically-gifted youth and that Human Rights Commission staff secure the services of an intern from a local college or university (creative arts major) to survey artistic organizations.

- That the survey attempt to discover what local interest exists within the artistic community in supporting aid for the artistically-gifted youth of the state.

- That the intern contact local musical schools, conservatories, musical organizations, drama and dance organizations, professional artistic organizations, museums, unions, school districts,etc.to develop the broadest possible view of the needs for aid to artistically-gifted youth.

The proposal was referred back to the Youth & Education Committee for it to add wording encompassing Commissioner Morrissey's concerns about expanding the proposal to include sports and shop training.

- Requesting Wording Change in SB 179 (Greene) Regarding Affirmative Action.

The Youth and Education Committee at its March 31st meeting resolved not to endorse SB 179 because the clause: "through a continuing affirmative action employment program" alters the intent from nondiscriminative to affirmative action. If SB 179 is amended to delete this clause, the Committee will reconsider.

The wording of the initial section 44100 is: "It is the intent of the Legislature to establish and maintain a policy of equal opportunity in employment for all persons and to prohibit discrimination based on race, sex, color, religion, age, physical handicap, ancestry, or national origin in every aspect of personnel policy and practice in employment, development, advancement, and treatment of persons employed in the public school employment opportunity through a continuing affirmative action employment program."

On the suggestion of Commissioner Lyon, who said this wording had been discussed by the Gay Advisory Committee, it was

**** m/s/c that the categories sexual orientation and marital status be added to this clause.

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- Status of the Task Force on Suspensions

Progress Report #1, Task Force on Suspensions, was submitted to the SB Board of Education for its information April 12, 1977.

Possible Workshop Format:

1. First Day - Review of empirical data -
   HRC Report
   Annual District Report on Suspensions
   Mercer and Dornbusch Report
   State Education Code Suspension and Regulations
   Delineation of Tasks

2. Second Day - Small groups conferring on -

   Clarification of policies, procedures, legislation, etc., relating to suspensions
   District and School Site clarification of insubordination and defiance
   Viable alternatives to suspensions
   Disproportionately high number of Blacks suspended
   Transfer of students for disciplinary action
   Possible correlation between suspensions and school leaver rates

3. Third Day - Continuation of small groups

   Reports from small groups to total Task Force
   Development of final recommendations for the reduction of the number of suspensions in our District

Tentative Workshop Schedule:

DATES: Tuesday, May 3, 1977
Wednesday, May 4, 1977
Thursday, May 5, 1977

Final Report to the Board of Education:

No later than - Tuesday, May 24, 1977

Members of the Task Force:

Approximately 30 people are members, including teachers, counselors, head counselors, assistant principals, principals, area supervisors, pupil personnel workers, Central Office staff, community representatives, and students.

GAY ADVISORY
Phyllis Lyon, Chairperson

- Committee Report

- Fire Safety Hearings

Commissioner Lyon reported on the hearing held March 5th by the Gay Advisory Committee to discuss fire safety in gay bars, baths, and businesses, etc. This hearing was attended by Fire Chief Andrew Casper, and the Deputy Fire Chief. As a result of the meeting, the Committee did outline a number of bars that were in violation of some fire codes, Another meeting was set up on March 28th with members of the Committee and the Fire Department officials to discuss what steps could be taken to bring about compliance. Chief Casper, she reported, has been very responsive and cooperative and it appears now that the Fire Department will begin a City-wide inspection program, not just gay places of business. Another meeting has been set for April 18th, to disseminate information on fire regulations through public education.

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- Proposed Endorsement of AB 1130 (Agnos, Brown, Kapiloff, Berman, Dixon, and Rosenthal).

Existing law provides that it is against public policy, and an unlawful employment practice, for an employer, labor organization, or any person, to discriminate in employment because of race, religious creed, color, national origin, ancestry physical handicap, medical condition, marital status, or sex of any person.

This bill would, in addition, provide that it is against public policy, and an unlawful employment practice, for any employer, labor organization, or any person to discriminate in employment because of the sexual orientation as defined, of any person.

This bill is identical to AB 633 which the Commission endorsed last year.

It was

**** m/s/c that the HRC endorse AB 1130.

- Status of Changing Methodology for Ethnic Identification of SFUSD Pupils

- This revised draft letter was prepared by Junius Camp, Supervisor, Community Relations Unit, SFUSD, in response to the concerns expressed by the Human Rights Commission. The material will be sent out in major languages other than English.

Dear Parent/Guardian:

The San Francisco Unified School District periodically applies for federally and privately funded projects to provide better educational opportunities for students. Specific information is used to assist us in meeting students needs in curriculum development and in our efforts to desegregate schools and classes. This requires that we identify definitive racial/ethnic composition of student and staff population. Therefore, we are asking your assistance in this identification.

Please identify the racial/ethnic group under which you wish to classify your child. Check one blank in Item 1 or Item 2 below and return this form to the school. We thank you for your continued cooperation. If you have any questions, please call your school.

Sincerely,

Junius Camp, Supervisor
Community Relations Department

Please see opposite side for racial/ethnic groups. No person should be counted in more than one racial/ethnic group.

Student's Name_____ Male_____
Female_____

ITEM 1

Please identify my child as (check one below):

_____SS-Spanish Origin	_____B/N-Black/Negro	_____J-Japanese
_____W-White	_____CB-Cambodian	_____K-Korean
_____AI-American Indian	_____C-Chinese	_____S-Samoan
_____A-Arab	_____F-Filipino	_____V-Vietnamese

It was

**** that the HRC suggest that PR-Puerto Rican be added to the above categories.

ITEM 2

I do not care to identify my child's racial/ethnic group_____

(NOTE: THE DISTRICT IS REQUIRED TO MAKE RACIAL/ETHNIC DESIGNATIONS ON ALL STUDENTS WHOSE PARENTS TAKE THIS OPTION.)

_____ _____
Parent's/Guardian's Signature Date

These revised draft guidelines also were prepared by Mr. Camp in response to the concerns expressed by the HRC.

RACIAL/ETHNIC SURVEY FORMS

STUDENTS AND EMPLOYEES OF THE SFUSD

Proposed Guidelines

Guidelines for Racial/Ethnic Survey of SFUSD Employees

- The employees are to be surveyed after employment. (Not prior to or during interviewing process for employment.)

- Racial/ethnic information on District employees is to be maintained by the Office of Community Relations in EDP. Racial/ethnic data on employees is not to be included in information provided by EDP unless specifically requested by authorized personnel.

Guidelines for Racial/Ethnic Survey of SFUSD Students

- The students are to be surveyed upon registration in the SFUSD.

- Parents/guardians are to be given the option of not making a declaration of ethnicity of their child/children. However, SFUSD will continue to make racial/ethnic declaration on those students of parents taking this option.

- Racial/ethnic information on District students is to be treated as confidential. Racial/ethnic data on students is not to be included in information provided by EDP unless specifically requested by authorized personnel.

- Racial/ethnic information on students is to be housed at the school site apart from the students' cumulative folder. The building principal or his/her designee is the only one to have access to this information.

SOCIAL PROGRAMS
Sylvester Herring, Chairperson
Dan Silva, Co-Chairperson

- Recommended Endorsement of Apprenticeships in Political Leadership Training Program of Assemblyman Agnos.

This item was postponed to the HRC meeting of April 24th. Mr. Richard Ross, Administrative Assistant to Assemblyman Agnos was unable to be present for a presentation.

NEW MATTERS

- Letter from Commissioner Zarour Regarding Affirmative Action

This letter, read in full earlier in the meeting (See Communications) with a number of suggestions be made, was referred to the Employment Committee. The Committee was asked to consider first the second of Mr. Zarour's proposals: that a committee appointed by the Chairperson "review the Human Rights Commission's Affirmative Action plan and make any needed recommendations."

Mr. Zarour also suggested that the committee:

"1. Select at least five community-neighborhood groups in each of the eleven supervisorial districts to co-sponsor a public hearing on this is issue in their district.

2. Would meet with a representative sampling of the business and banking community;

3. Would meet with a representative sampling of labor and organized associations, e.g. contractors' associations, minority contractors' associations, and Third World AA groups."

CALENDAR MATTERS

- The next regular meeting of the HRC will be Thursday, April 28th at 9:15 a.m. in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, May 5, 1977 - 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco
Youth & Education	Thursday, April 21, 1977 - 3:30 p.m. Thursday, May 5, 1977 - 3:30 p.m. Cathedral House Library - Grace Cathedral
Gay Advisory	Tuesday, May 3, 1977 - 12 Noon HRC Office, Room 509 1095 Market Street - San Francisco
Housing & Urban Development	Wednesday, April 20, 1977 - 1 p.m. Potrero Hill Neighborhood House 953 DeHaro Street - San Francisco
Police Liaison	Thursday, April 21, 1977 - 4 p.m. Commission Room - Main Library San Francisco
Social Programs	Tuesday, April 26, 1977 10 a.m. HRC Office, Room 509 1095 Market Street - San Francisco

NO REMARKS FROM THE AUDIENCE

Adjournment

Respectfully Submitted

Grant S. Mickins III
via Jack Casford

GSM:JC:pa
4/20/77

City and County of San Francisco
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street
Suite 501
San Francisco, California 94103
Telephone 558-4901

HUMAN RIGHTS COMMISSION

RESOLUTION REGARDING HASTINGS LAW SCHOOL BUILDING EXPANSION PLAN

The Human Rights Commission of the City and County of San Francisco calls on Hastings Law School to commit itself publicly, first, to making every effort to avoid demolition of the housing units in the block bounded by Hyde, Golden Gate, Larkin, and McAllister Streets by modifying its expansion plans and designs; and,

secondly, should demolition be unavoidable, to providing comparable replacement housing on a unit-for-unit basis.

The Commission also urges that Hastings not force the Social Security Administration, presently located at the corner of Golden Gate Avenue and Hyde Streets, to move until it has found a location equally accessible to its poor and elderly clients in San Francisco.

Resolution 3-77
Adopted by HRC April 14, 1977

4/21/77 pa

CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street
Suite 501
San Francisco, California 94103
Telephone 558-4901

The Honorable Edmund G. Brown, Jr.
Governor of the State of California
State Capitol
Sacramento, California 95814

Dear Governor Brown:

The Human Rights Commission of the City and County of San Francisco at its meeting of April 14, 1977, upon recommendation of the chairpersons of each of its standing committees voted to write you, urging that you exhaust every possible means to continue the funding for programs for the mentally and developmentally disabled as formerly administered pursuant to Title 20 of the Social Security Act.

The Commission is informed that more than twelve hundred (1,200) residents of San Francisco will be directly deprived of services by the cut-off of these funds.

The Commission believes developing self-reliance and confidence together with life-sustaining skills for the mentally and developmentally disabled is at the core of human rights and dignity.

We strongly urge your office to exercise its best effort to find a solution to this critical situation.

Sincerely,

Caryl Mezey
Chairperson

CM:bct

cc: Assemblyman Leo McCarthy
Assemblyman Willie Brown
Assemblyman Art Agnos
Senator Milton Marks

City and County of San Francisco
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street
Suite 501
San Francisco, California 94103
Telephone 558-4901

April 12, 1977

Mr. Joseph A. Califano
Secretary
U.S. Department of Health, Education,
and Welfare
330 Independence Avenue S.W.
Washington, D.C. 20201

Dear Secretary Califano:

The Human Rights Commission of the City and County of San Francisco at its meeting of April 14, 1977 upon recommendation of its Administrative Committee composed of all Standing Committee Chairpersons voted to send this letter strongly urging the immediate signing of regulations to implement Section 504 of the 1973 Vocational Rehabilitation Act without change to the draft of January, 1977.

The Commission believes that the failure to implement and enforce the civil rights of disabled persons as enacted in the 1973 Public Law 93-112 is a grievous deprivation of the equal protection rights of more than forty million handicapped citizens of this country.

The City and County of San Francisco, the State of California, and many other states have enacted legislation recognizing this need. We strongly urge your signature to make discrimination against the handicapped a thing of the past for all.

Very truly yours,

Caryl Mezey
Chairperson

CM:af
4/20/77

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HUMAN RIGHTS COMMISSION

OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of April 28, 1977

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*                                       *
*     NEXT MEETING:  Thursday           *
*                    May 12, 1977       *
*                    9:15 A.M.          *
*                                       *
*    Commission Room, Third Floor       *
*    Main Library, Civic Center         *
*                                       *
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NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Caryl Mezey (presiding), vernon Alley, Carlota del Portillo, Sister Mary Bernadette Giles, Antonio Grafilo, Sylvester Herring, Enola Maxwell, John Morrissey, Lillian Sing, David K. Yamakawa, Jr.

Excused: Rabbi Alvin I. Fine, Phyllis Lyon, Lillian Sing, Nadim M. Zarour.

Staff

Present: Grant S. Mickins, Jack Casford, Doug Chan, Luis Escobar, Don Hesse, Joe Meza, Wayne Redus, Gail Roberts, David Treanor.

Pledge of Allegiance

Minutes of Meeting of April 14, 1977 approved. Commissioner Morrissey's name was omitted on Page 7 as making the "no" vote on sending a letter to the Secretary of Health, Education, and Welfare urging that he sign Section 504 of the Vocational Rehabilitation Act of 1973.

COMMUNICATIONS

- From Mrs. Richard C. Caesar, Chairman, Juvenile Justice Commission, to Chairperson Mezey, naming two concerns of the Commission in response to the HRC's Juvenile Court Report. Director Mickins said he had spoken with Ms. Caesar and that the Juvenile Justice Commission is anxious to meet with members of the HRC. Ms. Caesar said that the Juvenile Justice Commission is engaging a consulting firm to do a survey covering some of the points the HRC did in its Juvenile Court Study. Director Mickins said that Ms. Caesar said she feels the HRC is the only outside agency that the Juvenile Court can look to to help remedy problems internally.

- From Mayor George R. Moscone, a copy of a Memorandum to all City department heads, announcing Saturday, May 21st as TOWN MEETING: SAN FRANCISCO day, an event to be held in twelve locations as an opportunity for citizens to express ideas and responses to "major challenges" facing the neighborhoods and the City. Locations and further information is available at 285-3939.

- From Joseph J. Botka, Chief Probation Officer, Juvenile Court, acknowledging receipt of the HRC's Juvenile Court Study, and informing that the Probation Services and the Juvenile Justice Commission are involved in a study of their own, after which they would contact the HRC. This letter was referred to the Youth & Education Committee.

-more-

- From Chief of Police Charles R. Gain, informing that the HRC is "not an authorized recipient of (individual score sheets of juveniles diverted, arrested or admonished) information or documents by court order." This had been a recommendation (that HRC staff study these score sheets) adopted as part of the HRC's Juvenile Court Study. Chief Gain said that Deputy Chief Clement De Amicis would furnish any statistical information the HRC may need on juvenile arrests, citation and diversion. This matter was also referred to the Youth and Education Committee.

- From State Senator David A. Roberti, requesting HRC endorsement of his Senate Bill 359 which would ban discrimination in housing against renters with children. This bill would amend the Unruh Civil Rights law to make landlords liable if they arbitrarily refuse to rent to people solely because they have children. This was referred to the Housing Committee.

- From Lorraine Lahr, Chairperson, Women In Transition Committee, Commission on the Aging, inviting the Chairperson to attend its meeting on April 27th, Room 710, 1095 Market Street at noon.

- From John Riordan, Governing Board, San Francisco Community College District, asking the Director to lend his name to the committee honoring Dr. Louis F. Batmale (Chancellor of the District)on his retirement. A dinner will be held on May 25th in the Grand Ballroom of the Fairmont Hotel for Dr. Batmale.

- From Ramiro L. Guerra, Executive Director, Latin American Chamber of Commerce, announcing the formation, on March 8, 1977 of the Latin American Chamber of Commerce and outlining its purposes. The Chamber offices are at 3000 Folsom Street, San Francisco, Ca 94110.

- From Peter Jamgochian, to Commissioners Giles and Yamakawa, providing information on the status of bilingual and other programs for non English-speaking students at Sunshine and Louise M. Lombard Schools. Mr. Jamgochian presented his concerns to the Youth & Education Committee meeting of April 21st. He is a member of the Committee.

- To Darrell J. Salomon, President, Civil Service Commission, from Director Mickins, an official appeal to the CSC on behalf of the HRC regarding two Probation Officer classes. It asked a stay of further proceedings to establish an eligible list, and a review by the CSC of the selection and validation process. This was a follow-up to action of the HRC at its meeting of April 14th. The HRC has been meeting with various CSC staff officials on its concerns over these two classes for some weeks, following filing of a formal complaint with it in January of 1977 by several Black Probation Department employees about their disqualification from the oral selection process.

- To Roger Boas, Chief Administrative Officer, from Chairperson Mezey and Director Mickins, notifying him that the HRC can no longer honor the current practice of review and approval of Wastewater Treatment Program contracts as presently administered by the Wastewater Program Management. Four specific reasons for this position were outlined.

Director Mickins read this letter in full. It was announced that Mr. Boas would meet with the Director and Chairperson at 8:45 a.m. on Friday, April 29th. Copies of the letter went to the Mayor, attn. to Ms. Aida Monares of his office, to Richard Sklar, Director of the Wastewater Program, and to Judith Teichman, the HRC's counsel on the City Attorney's staff.

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- To Mayor Moscone, from Chairperson Mezey, requesting that Commissioner Wesley's successor be, like himself, a youth representative and noting that there are no representatives of the disabled on the HRC.

DIRECTOR'S REMARKS

- Status of Budget Request for HRC for Fiscal 1976-1977

The HRC was heard before the Board of Supervisors' Finance Committee on April 15th and it was believed at that time that a Management Analyst position receommended by the Mayor's Office for the HRC would be granted. At a public hearing held by the Committee on April 22nd, however, the Director was told informally that this position would not be approved. The Committee indicated its policy that an affirmative action officer job slot requested both by HRC and the Civil Service be granted to the HRC. Director Mickins deferred the balance of his report to Jack Casford to give the annual HRC Complaint Caseload Report for Calendar Year 1976.

Mr. Casford compiles this report from the record of the professional staff each year for the calendar year.

Highlights from the report (a full copy of which is attached to these Minutes) are:

- Over a five-year period, 1971 through 1975, the average annual number of cases handled by the HRC staff has been 872.

- Employment and housing complaints are the two most active categories.

- For 1976, for the first time, the HRC had a Gay Community Representative, who handled personally 73 Gay complaint cases.

- Discrimination against children was the most frequent category of complaint in the housing field during 1976.

- Rent increases reported in housing complaints averaged $52 per month.

- The rough breakdown of the complaints caseload for 1976:

Employment	238
Housing	224
Education/ Community Liaison	149
Gay	73
Other (including disability category)	160
	844

Chairperson Mezey announced that Judge John Benson, of the San Francisco Superior Court, recently ruled that the state Rumford Fair Housing Act does not pre-empt the City's Fair Housing for Children Ordinance.

STANDING COMMITTEES

Administrative
David Yamakawa-Chairperson

- Proposed Policy Guidelines on Endorsement

A draft of this proposed policy was mailed in advance to the HRC. All had not had time to study it, however, and discussion and action was first deferred to later in the meeting and then postponed to the HRC May 12th regular meeting.

SOCIAL PROGRAMS
Sylvester Herring, Chairperson
Dan Silva, Co-Chairperson

- Recommended Endorsement of Apprenticeships in Political Leadership Training Program of Assemblyman Agnos. Guest: Richard Ross, Administrative Assistant to Assemblyman Agnos.

Mr. Ross explained details of this program, which is designed to provide technical training in public service to six representatives of racial, ethnic, and social minorities and women whose populations are not represented equitably among public officials or in legislative bodies. The persons would be selected from the San Francisco Bay Area. The program would be funded solely by private grants; Mr. Agnos' office presently is contacting foundations and others. The program would run for two years, during which time the apprentice would receive a full-time salary. The concentration would be on: constituent or public service (such as that provided by a legislator's office); community organization contact; the legislative process; and politics per se. The University of California is being asked to be fiscal agent for the funds that would be granted, and a community board would be named to assist. Apprentices would get practical experience in the "how to" of daily operations of legislator work.

Mr. Ross responded to a number of questions on points of the proposed program before it was

**** m/s/c that the HRC endorse the Apprenticeships in Political Leadership Training Program.

- Committee Report

Concerns Regarding Census Bureau's Proposed "Asian-Pacific Islander" Category on 1980 Questionnaire.

Douglas Chan, HRC Community Liaison Worker, gave a brief outline of the concerns from ethnic communities about the present format of Item #4 on the Census Bureau questionnaire. This would lump together under "Asian and Pacific Islander" Chinese, Japanese, Filipino, Korean, Samoan, Hawaiian, etc. There are concerns that many first and second-generation persons do not think of themselves as Asian and either would not write in (as the present format now asks) their ethnic self-identification, or if they did so, the cost of retrieving the write-ins, after the photo-optical sensitive technique had tallied the markings, would be so prohibitive that the categories would not be counted. The crucial point of getting as complete and specific a count as possible of ethnic communities is that the share of federal, state, and local social programs is based in virtually all instances on these breakdowns.

Commissioner Herring read a letter sent by the Social Programs Committee to the Census Bureau, both in Washington and in Oakland (where a pretest on the 1980 questionnaire was being run on April 26th), urging:

1. That the Asian-Pacific Islander category be dropped.
2. That the disputed item, Item #4 of the proposed 1980 Census questionnaire, be expanded to include, specifically, Chinese, Japanese, Filipino, Korean, Samoan, and Hawaiian, The Committee also wrote that the Census Bureau should be cognizant of the rising numbers of Indians, Afghanistani, and Pakistani.

It was pointed out that the HRC had held a community conference back in 1975 to gather suggestions from various groups in preparation for the 1980 Census.

A number of Commissioners commented in support of urging expansion of Item #4 to include the specific ethnic categories.

-more-

- Meeting of Community Committee for Continuing Education Against Nazism.

Chairperson Mezey and Commissioner Herring attending an April 15th meeting of this group, called after a series of incidents revolving around a bookstore opened by a Nazi group (the National Socialist White People's Party) in the Sunset District of the City. After much local media coverage, and after a synagogue was stoned across the street, and after it was revealed that the owner of the rental property was himself a survivor of Nazi concentration camps, a group attacked the store and burned its stock of anti-Semitic books and materials. The Community Committee meeting was called by the Conference on Race, Religion, and Social Concerns, and mapped out esentially a public and media education program to take place in schools, churches, and through mass media programs, free speech messages, public service announcements, etc. There may be a media conference in the future, which the HRC would be asked to co-sponsor.

Chairperson Mezey gave a brief description of her impressions of the formation meeting and of what she expected the future actions of the community would be on this issue.

Commissioner Herring said that he had contacted an attorney, and spoken with the head of the northern California chapter of the American Civil Liberties Union about getting public knowledge of the First Amendment guarantees and their limits and application, especially when it comes to the rights to express what many feel to be provocative acts.

- Joseph Meza of the HRC staff announced that Human Rights Week will be held in the month of November and that the HRC will undoubtedly be asked to participate in the observation.

Several Commissioners commented on the need to educate young people about what took place (before many of them were born) during the Nazi regime and Holocaust in Europe.

HOUSING AND URBAN DEVELOPMENT

Enola Maxwell, Chairperson
Antonio Grafilo, Co-Chairperson

- Recommended Endorsement of S.B. 610, to Amend the State Rumford Fair Housing Act to Include More Housing and Give the Fair Employment Practices Commission more Flexibility in Granting Relief. - Don Hesse

Mr. Hesse referred to a document he provided all Commissioners giving detailed background on this proposed bill. It is felt by the Committee that several weaknesses in the state fair housing law prevent the FEPC from being as effective as it should be in eliminating discrimination. For example: S.B. 610 eliminates the categories of "publicly assisted" housing, "multiple dwellings", etc. and extends the prohibitions of the fair housing law to all housing accommodations.

S.B. 610 permits the FEPC to take such actions as, in the judgment of the Commission, will provide effective remedies and eliminate discriminatory practices. These actions could include both rental of the dwelling (in question) to the aggrieved persons and payment of damages.

S.B. 610 permits a complainant to file a complaint with the FEPC without waiving any other rights the complainant may have.

S.B. 610 provides authority for the FEPC to initiate investigations, to assist local fair housing organizations, and to engage in other affirmative actions to promote equal access to housing.

After discussion of specific points of this proposed bill, it was

**** m/s/c that the HRC endorse S.B. 610.

-more-

- It was noted that the Housing and Urban Development Committee has voted to ask that the Rumford Act also be amended to include sexual orientation. It has been informed, however, that legislators supporting S.B. 610 have urged that this amendment be introduced separately.

- Recommended Opposition to A.B. 933, by which the State Would Pre-Empt Local Regulation of Tenant/Landlord Relations.

This bill, said Mr. Hesse, would "declare the Legislature's intention to occupy the entire field of regulation of landlord-tenant relations to the exclusion of local regulation." It would thus pre-empt any local legislation setting up regulations to cover tenant-landlord relations. Copies of the bill as written were provided in advance to the Commissioners.

Mr. Hesse said the effect of this bill if passed would cover the area of discrimination and would be able to prevent local jurisdictions (such as San Francisco) from passing laws prohibiting discrimination against children.

The Committee asked the HRC to oppose A.B. 933, "until the state Legislature demonstrates its interest and ability to pass equitable and effective laws in the area of tenant/landlord relations." Mr. Hesse reported that two votes on the Committee were "no" on the recommendation to oppose A.B. 933. One person felt that local jurisdictions were ineffective and unresponsive in some cases to local housing problems; another felt that if certain political stances prevailed in local jurisdictions it would discourage investment in those communities.

Commissioner Yamakawa took issue in detail with the proposed A. B. 933 as it pertained to remedies for breach of leases.

It was

**** m/s/c that the HRC oppose A.B. 933. Commissioner Yamakawa voted "no", citing his expressed objections on the above point.

YOUTH AND EDUCATION
Sister Bernadette Giles, Chairperson
David Yamakawa, Co-Chairperson

- Follow-up on HRC Suspensions Report to the School District - Commissioner Giles

The HRC presented this Report at a meeting of the Board of Education. At that meeting the Board approved a further investigation into the causes of suspensions. A Task Force on Suspensions has set up a three-day discussion for May 3rd, 4th, and 5th, from 8:30 a.m. to 3:30 p.m. It will be held at the Teacher Learning Center at 500 Corbett Avenue. Two consultants with expertise in adolescent social work and counseling have been hired to help the Task Force develop recommendations to the Board in response to the HRC Report. Dr. George Karonsky, of the Office of Student Services, will be coordinator for the discussions. Commissioner Giles will make a presentation on the HRC Suspensions Report to the Task Force. Gail Roberts is representing the HRC on the Task Force.

- Commissioner del Portillo suggested that the Corbett Avenue location ha poor accessibility to public transportation and that future such events should be at places easier for the public without personal cars to reach.

-more-

- Multi-Cultural Education Programs in the Public Schools

Florence May, Curriculum Development Specialist for the School District, was a guest speaker at the April 21st meeting of the Committee, and was joined by Dr. John Cleveland, Associate Superintendent of Instruction, SFUSD. Ms. May made a presentation on the operation of these programs, and Dr. Cleveland demonstrated that he has a background and great interest in this field.

NEW MATTERS

- Commissioner Morrissey suggested that speakers invited to address the HRC be given a specified length of time to talk in order that the meeting be expedited especially when there is a long agenda.

Commissioner Yamakawa suggestedtthat if possible speakers be told approximately when their presentations will come up on the agenda.

CALENDAR MATTERS

The next regular meeting of the HRC will be Thursday, May 12th, at 9:15 a.m. in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, May 5, 1977 - 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco
Gay Advisory	Tuesday, May 3, 1977 - 12 Noon HRC Office, Room 509 1095 Market Street - San Francisco
Youth & Education	Thursday, May 5, 1977 - 3:30 p.m. Thursday, May 19, 1977 - 3:30 p.m. Cathedral House Library - Grace Cathedral
Police Liaison	Tuesday, May 24, 1977 - 4 p.m. Commission Room, Main Library Civic Center - San Francisco
Housing & Urban Development	Wednesday, May 18, 1977 - 1 p.m. HRC Office, Room 509 1095 Market Street - San Francisco
Social Programs	To be announced.

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM:JC:pa

Attachment - Complaints Caseload for 1976

5/6/77

HUMAN RIGHTS COMMISSION

COMPLAINTS CASELOAD FOR 1976

When it says "human rights" on the door, or in the paper, or in the telephone book, where else but the Human Rights Commission would people first go when they have a problem? This is not to say the many service agencies, both private and public, don't get a heavy workload of complaint cases, but the Human Rights Commission has provided this kind of community service since 1964, and its most recent compilation, for the 1976 calendar year, shows it continuing to do so.

Over a five-year period, 1971 through 1975, the average number of cases handled by the HRC's small professional staff (augmented by Comprehensive Employment Training Act-(CETA) staff in recent years) has been 872. The 844 cases in 1976, though very slightly below those recorded (853) in 1975, were handled by nine staff members, four fewer than the thirteen in that latter year. Fewer staff maintained the same workload, despite staff losses.

Thus the old dilemma is compounded. The HRC, though not set up to be a complaint caseload agency, with new Nondiscrimination Ordinance categories of sexual orientation and disability added without more staff, and with fewer of the existing staff available to handle the work, continues to process some 850 cases a year.

The general categories of complaints as they are broken down by the HRC---employment, hosuing, education/community liaison, and "other"---have seen a seesaw between employment and housing as the leader in numbers. In 1976, they are at a tie, virtually. Housing was up 23% over 1975, 224 compared to 182; employment was down nearly 26% from 320 in 1975 to 238, handled exclusively by the Employment Representatives.

In 1976 a new dimension to the complaint caseload was added, however, that of Gay. For the first time a City agency had a Gay Representative (CETA) as staff; it had a Gay Advisory Committee chaired by a Commissioner; and it had Gay representatives on each of its Standing Committees. And the year-end tally shows 73 documented Gay complaint cases.

Despite the departure, by retirement, from the staff of the HRC's housing expert Edith Witt, a CETA housing worker reported the 224 complaints which he took alone, save for the work in the last few weeks of the year by Don Hesse, Ms. Witt's replacement.

The housing discrimination caseload bears a closer look. It illustrates how the HRC has used its complaint analysis to pinpoint what areas of tension and concern are prominent in any particular year. Thus, the housing discrimination charges brought to the HRC in 1976 were overwhelmingly because of discrimination against families with children in rentals. Unfortunately, without enforcement powers, the HRC can only counsel in these cases and refer them to

the District Attorney's Office for action. Other major housing discrimination complaints were because of race, national origin (the landlords are not exclusively white in these cases), alleged sex or marital status discrimination, and religion.

Other major housing complaints involved evictions, repair problems, rent increase (the average reported rent increase was $52 per month) about which, in San Francisco, there is virtually nothing that can be done on behalf of tenants; tenants suing for security deposits, etc.

In housing, employment, and education, much of the complaint workload stems from the inability of people to communicate with, cope with, understand, wait out, or otherwise deal with The System, be it governmental offices, community agencies, employers, landlords, neighbors, family, friends, businesses, schools, the military service, or whatever.

Referrals have to be made, of course. No matter how insistent the complainant may be, no matter how evident the injustice, if the HRC does not have the legal authority, the professional expertise, or the staff availability to act, it must produce a referral where, hopefully, some action can be taken. Virtually all complainants want the feeling that they've been heard, that someone is paying attention, that they are important and their concerns concern others. Indeed, some staff people call a major part of their complaint work: listening.

It must be pointed again, that in 1976, as in all other years, the casework is done in addition to the regular assigned duties of the professional staff, in employment affirmative action, contract review, private and public sector employer counsel and contact, community agency liaison, standing committee research and staffing, drafting of background and policy paper recommendations, etc.

This report, like all the others, cannot hope to chronicle the literally hundreds of inquiries for information that come into the office by telephone, mail, or personal visit during the year. Students, job-seekers, disturbed people or eccentrics, newcomers to the City, and others all need attention. One senior affirmative action officer on the staff estimated that he provided information either in person, or the telephone, or by mailing material to some 700 different sources.

One community leader wrote, back in 1972, that the HRC is the "heart and conscience of the community." Perhaps it qualifies for this by its complaint-handling function each year.

The rough breakdown of the complaints caseload for 1976:

Employment	238
Housing	224
Education/Community Liaison	149
Gay	73
Other (including the new disability category)	160
	844

JC:mf

DOCUMENTS
MAY 26 1977
SAN FRANCISCO
PUBLIC LIBRARY

HUMAN RIGHTS COMMISSION

OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of May 12, 1977

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* NEXT MEETING: Thursday *
* May 26, 1977 *
* 9:15 A.M. *
* *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* *
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NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: David K. Yamakawa, Jr. (presiding) Vernon Alley, Carlota del Portillo, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Phyllis Lyon, Enola Maxwell, John Morrissey, Lillian Sing, Nadim M. Zarour.

Excused: Antonio Grafilo, Sylvester Herring, Caryl Mezey, Dan Silva.

Staff

Present: Grant Mickins, Jack Casford, Luis Escobar, Larry Griffin, Don Hesse, Vicky Rathbone, Wayne Redus, Gail Roberts.

Pledge of Allegiance

Minutes of Meeting of April 28, 1977 approved. Commissioner Morrissey requested that the Minutes of April 14, 1977 be corrected to show that his "no" vote on sending a letter urging that Secretary of Health, Education, and Welfare Califano sign Section 504 of the Vocational Rehabilitation Act of 1973 was because" I did not have the opportunity to read the proposed regulations, nor did any of the committees of the HRC, nor, to my knowledge did any members of the Commission."

COMMUNICATIONS

- From Saul Perlis, Savings and Loan Commissioner, State Department of Savings and Loan, advising of his department's regulations prohibiting State-licensed savings and loan associations from discrimination in residential mortgage lending based on "conditions, characteristics or trends in the neighborhood...in question," or "race, color, religion, sex, marital statis, age, national origin or ancestry of the loan applicant." This is called red-lining in lay circles. He informed that his department has a Consumer Assistance Section in each of its offices where people may file discrimination complaints.

- From Joyce Hill, Secretary Chief Librarian, Main Library, confirming the HRC's meeting schedule in the Commission Room for the rest of 1977.

- From Marie Laleyan, Director, Northern California Chapter, American Institute of Architects, asking that the HRC's scheduled meetings with Chief Administrative Officer Roger Boas and John Igoe, Coordinator of the Yerba Buena Center project (regarding implementation of the Nondiscrimination Ordinance and proposed affirmative action requirements for firms selected for the project) include "women" in addition to "minorities" for affirmative action requirements at the entrepreneurial level in City projects. This letter was read in full to the HRC. See Director's Remarks.

-more-

- From Assemblyman Julian C. Dixon, urging support of six pieces of legislation (AB 1915 through 20) that would make major changes in the Fair Employment Practices Commission and would encompass most of AB 3124, which the HRC has previously endorsed. This request was referred to the Employment Committee.

- From Helen Fama, President, Friends of the San Francisco Commission on the Status of Women, Inc., asking for HRC support of a Resource Talent Tank program grant petition. This request was referred to the Social Programs Committee.

- From Robert Pickus, President, World Without War Council of Northern California, inviting participation in a project called The U.S. Response to the Arms Race, to be launched at a luncheon on May 25th at Cathedral House, 1055 Taylor Street.

- From Mary Carol Pierce, Program Coordinator, Ministry of Natural Law and Order, Transcendental Meditation Program, inviting participation on a panel at a Community Assembly for Law entitled "The Role of Law in Creating and Ideal Society," to be held May 20th at 7:30 P.M. at the San Francisco Age of Enlightenment Center, 256 Laguna Honda Blvd.

DIRECTOR'S REMARKS

- Letter from Marie Laleyan Regarding Yerba Buena Affirmative Action for Women Entrepreneurs.

Director Mickins said the HRC has notified Mr. Igoe that women are included in the affirmative action requirements the HRC will enforce for the Yerba Buena Center project.

The Director also reported that a scheduled meeting with Mr. Boas and Mr. Igoe for May 5th was cancelled. Mr. Igoe has since informed Mr. Mickins that he and Mr. Boas are meeting with an advisory board about the concerns the HRC already has expressed about implementation and application of Chapter 12B to the Yerba Buena Center project. The HRC, said Mr. Igoe, will be contacted after this meeting. Mr. Laleyan's letter had stated specifically, "We do not endorse the establishment of rigid quotas, but prefer percentage goals for each job based on the percentage of women eligible or available for employment in that group." Commissioner Morrissey has inquired about the stance on this particular aspect.

Mr. Mickins has assured both the Coordinator of the Commission on the Status of Women (Susan Heller, formerly the HRC staff member who worked with architects and engineers in affirmative action) and Ms. Laleyan that the HRC will insist on the "women" category in affirmative action.

- Status of the HRC's Budget Request for Fiscal 1977-1978

1. The HRC's operating expenses budget request have been recommended for substantial cuts, and Director Mickins said that, based on projections of basic expenses made by the Office Manager, David Treanor, and himself, the HRC will, later in the year, most likely have to make a supplemental budget request to cover its basic expenses.

2. Though the Mayor's Office had approved one staff increase (of the 23 permanent positions the HRC had requested)--that of a Deputy Director, this position was deleted by the Finance Committee of the Board of Supervisors. The Board, however, has held that the HRC, rather than the Civil Service Commission, should monitor the City's affirmative action program when it becomes operative. Through a technical administrative action, therefore, by declaring the deletion from the Mayor's recommendations of the affirmative action officer slot requested to be a "clerical error", the slot presently assigned to the CSC will be transferred ("reinstated") to the HRC, though

there is a $9,000 difference in the salary level between what the HRC has asked for an affirmative action officer, ($14,000) and what presently is assigned to the CSC slot for that position ($23,000).

Director Mickins said that he also would re-apply at some point for the Deputy Director position which was approved by the Mayor's Office but subsequently deleted.

There followed considerable commentary by Commissioners regarding the HRC's budget support.

- Commissioner Sing deplored the variance between the heavy responsibility the HRC has and the failure of the City to financially support adequate staff. She favored, she said, the HRC's concentration on only those areas where it could be effective. She deplored the HRC's being relegated to what she called "tokenism."

- Commissioner Giles said she felt that the Grand Jury presently studying the HRC among other City commissions should be apprised of the budget staff needs.

- Commissioner Lyon called for the marshalling now of substantial community support and advocacy of adequate budget support for the HRC.

- Commissioner del Portillo advocated a symbolic resignation by members of the HRC to demonstrate that they did not feel adequately staffed or budgeted to carry out their mandate under the Administrative Code.

- Commissioner Morrissey said he felt it was the obligation of all City departments to implement human rights in their operations, not only the HRC.

- Commissioner Fine commented that the HRC over the years has had added obligations (e.g., age, then sex and sexual orientation, then disability added to the Nondiscrimination Ordinance; more lately, Chapter 12C regarding nondiscrimination in real property contracts let by the City) from the Board of Supervisors without the HRC's having initiated the additions. It simply has been told that it has the added obligations, but its staff has not been increased.

- Commissioner Maxwell said failure to support the HRC was, to her mind, an indication of the low priority of human rights in the City.

Director Mickins said these comments would be helpful in the Administrative Committee's drawing up of HRC priorities.

- Vice-Chairperson Yamakawa reminded Commissioners that the Administrative Committee still was wishing to incorporate priority suggestions from the standing committees.

- Suit by Fisherman's Wharf Restaurants

Judge John Benson of the Superior Court is scheduled to rule on May 13th on a motion for a preliminary injunction sought by a number of restaurants at Fisherman's Wharf against the HRC's requesting workforce information as part of its affirmative action work under Chapter 12B.

STANDING COMMITTEES
Administrative

David Yamakawa, Chairperson

- Proposed Policy Guidelines on Endorsement

This action was first introduced at the HRC's April 28th meeting. Copies of the document were provided in advance to all Commissioners.

-more-

Commissioner Sing inquired whether the three guidelines criteria as proposed were separate or inclusive. That is, did all three have to be met in determining if an endorsement could be considered, or did only one.

Director Mickins and Commissioner Morrissey said the intent was for them to be inclusive.

As drafted by the Administrative Committee they were:

"In order to effect the (HRC's Ordinance 12A) foregoing the Administrative Committee of the HRC recommends the following guidelines as criteria in determining its process in endorsements:

1. That the requested endorsement is within the scope of the Human Rights Commission Ordinance

2. That the issue is of local significance

3. That the proposed HRC endorsements or resolutions will have relevant impact upon the intended agency or parties.

   a. What weight or notice is likely to be given by the intended party to HRC endorsements?"

Commissioner Sing said that it was her position that the HRC be a flexible body, responsive to many community concerns and issues. She said that having these criteria as inclusive (that is, all being necessary, instead of only one) restricted the ability of the HRC to take stands.

**** A motion of Commissioner Morrissey that the word "and" be added after 2. above, i.e. "That the issue is of local significance, and" 3. was defeated 7 to 3.

- Commissioner Maxwell, commenting on 3. above, asked, rhetorically, "How can the HRC know in advance what the impact of its endorsement or opposition is going to be?"

It was then, after some further discussion,

**** m/s/c that the HRC adopt the Policy Guidelines on Endorsement. The full copy of this Policy is attached to these Minutes. Commissioners Sing and Zarour voted "no."

YOUTH & EDUCATION
Sister Bernadette Giles, Chairperson
David Yamakawa, Co-Chairperson

- Committee Report - Commissioner Giles.

The Committee heard a report at its last meeting from Mayme Chinn, supervisor of the SFUSD Programs for the Gifted. Commissioner Giles emphasized that the HRC's insistence that participation of all children in opportunities for gifted programs is a human right has been one of the factors in widening the enrollment of more minority children.

From figures Ms. Chinn provided, Commissioner Giles reported that:

--In the elementary schools 46% of the students in the MGM program are white, and 54% are minority. A total of 1,188 in the program.

--In the junior high schools, 39% are white, 61% are minority. A total of 1,532 in the program.

--In the senior high schools, 43% are white, and 57% minority. A total of 1,506.

There is a threat posed to the program by legislation passed recently that changed the maximum number of Mentally Gifted Minors for whom state reimbursement can be claimed. Whereas formerly, the School District received a lump sum each semester which was less than the allotment mandated per pupil.

-more-

School districts throughout the state are seeking legislation which would provide a lump sum allowing districts the option of funding a specific number of students. If such legislation does not take effect, the SFUSD will have to reduce the number of MGM students served by 25%.

Ms. Chinn said that all non-high school seniors have the opportunity of enrolling in advanced classes in the City College of San Francisco. Formerly, the classes were limited to Gifted Students.

- Committee Priorities

This is being discussed by the Committee and will be the main topic at the next meeting, May 19th.

- The multi-cultural program will be discussed at the following meeting, (Thursday, June 2nd at 3:30 p.m., Cathedral House Library, Grace Cathedral).

- MGM-Mentally Gifted Minors program

Discussion was re-opened on this subject by Commissioner del Portillo. She expressed strong concern about the special identification process for children not selected on the basis of scoring in the top two percent on a standardized test of intelligence. Mrs. del Portillo said she was unsure that the MGM program was serving the human rights of the minority children in it.

Commissioner Sing said she objected to the testing methods used, and challenged the validity of intelligence tests.

Commissioner Giles noted that this subject aroused many deeply-felt reactions from members of the Commission, and she urged that they make suggestions to the Committee so they might be passed on to the School District.

In the discussion, joined in by Commissioners Maxwell and Lyon, it was noted also that more data on the operation of the MGM program was needed. Commissioner Sing said that the gathering of this data should be the responsibility of the School District.

- Report to Grand Jury Report on Juvenile Justice System.

This item was not ready for presentation at this meeting.

- Request for Endorsement: AB 1681/SB 916 - Wayne Redus.

These bills are identical companion measures in the State Legislature and are known as the California Human Services and Job Development Act. The bills originated in the office of Lieutenant Governor Dymally, and are sponsored by several legislators.

The legislation will appropriate $10 million to the State Office of Economic Opportunity, authorizing it to make grants to nonprofit corporations, in addition to state and local units of government. "Human services" are defined as child care, care for senior citizens, health and medical care, community care for the developmentally handicapped, environmental repair, etc. The office may award grants to fund up to fifty projects. Jobs would be for periods of 18 months, and pay would be at the prevailing rates in similar occupations. There would be a policy board, and an evaluation component.

Margaret McCormack, Administrative Assistant to Lt. Gov. Dymally, scheduled to be present, was unable to attend this meeting.

After a short discussion, it was

**** m/s/c that the HRC endorse Assembly Bill 1681 and its companion measure Senate Bill 916, the California Human Services and Job Development Act.

- National Goals and Timetables for Women in Apprenticeship-Wayne Redus.

The HRC in 1976 endorsed the concept of women in apprenticeship and the adoption of goals and timetables on a state level. Now aggroup called Women in Apprenticeship that grew out of Advocates for Women is seeking the HRC's endorsement of setting national goals and timetables.

It was

**** m/s/c that the HRC endorse setting national goals and timetables for women in apprenticeship.

- Commissioner's Zarour's Letter Regarding a Review of the HRC's Affirmative Action Program.

Full discussion of this letter, making a number of suggestions, will be the major item for discussion at the June 2nd regular meeting of the Employment Committee. Wayne Redus urged that community groups provide copies of their affirmative action programs.

- Commissioner Fine announeed also that the Employment Committee is discussing its priorities.

NEW MATTERS

- State Senate Bill 359 - Commissioner Maxwell.

On behalf of Commissioner Mezey, who attended the hearings in Sacramento of the Senate Local Government Committee on May 9th, Commissioner Maxwell reported that SB 359, which was a state Fair Housing for Children ordinance similar to the one San Francisco has, was defeated in the committee. Commissioner Mezey was accompanied by Don Hesse, the HRC's Housing Representative, and David Prowler of the HRC Housing staff. The HRC had been on record endorsing SB 359. The Senate Committee's vote was 5 to 2. San Francisco Senator Milton Marks voted against the bill.

CALENDAR MATTERS

- The next regular meeting of the HRC will be Thursday, May 26, 1977 at 9:15 a.m. in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, June 2,1977 - 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco
Police Liaison	Tuesday, May 24, 1977 - 4 p.m. Commission Room, Main Library Civic Center - San Francisco
Gay Advisory	Tuesday, June 7, 1977 - 12 Noon HRC Office, Room 509 1095 Market Street - San Francisco
Youth & Education	Thursday, May 19, 1977 - 3:30 p.m. Thursday, June 2, 1977 - 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco

-more-

Housing & Urban Development	Wednesday, May 18, 1977 - 1 p.m. HRC Office, Room 509 1095 Market Street - San Francisco
Social Programs	May meeting cancelled

REMARKS FROM THE AUDIENCE

Ms. Aida Monares, Llaison to the HRC from the Mayor's Office, expressed regret that the Mayor's recommendation for a Deputy Director staff position had not been granted by the Finance Committee.

ADJOURNMENT

Respectfully submitted,

Grant Mickins III
via Jack Casford

GM:JC:pa

Attachment: Proposed Policy Guidelines on Endorsement

5/18/77

PROPOSED POLICY GUIDELINES ON ENDORSEMENT

The Human Rights Commission's general policy on endorsements is as stated in Section 12A.3. of the Administrative Code and reads as follows:

"Scope of Ordinance"

"This ordinance applies to all discriminatory practices and to resulting intergroup tensions specifically covered by the provisions of this ordinance that occur within the territorial limits of or within any agency under the jurisdiction of the City and County of San Francisco and to the extent permitted by law, to activities outside this City and County which reasonably affect such practices and tensions within said territorial limits."

In order to effect the foregoing the Administrative Committee of HRC recommends the following quidelines as criteria in determining its process in endorsements:

1. That the requested endorsement is within the scope of the Human Rights Commission Ordinance,

2. that the issue is of local significance

3. that the proposed HRC endorsements or resolutions will have relevant impact upon the intended agency or parties.

   a. What weight or notice is likely to be given by the intended party to HRC endorsements?

If the above criteria are met, the following procedural steps should be followed:

1. No endorsement unless first considered in an HRC standing committee.

2. Committee or Commissioners must have all available facts or information before deciding. All sides must be presented.

3. Adequate time for committee and commission review.

   a. The information upon which the endorsement is based must be submitted in adequate time to allow committee/commission review.

4. A copy of the HRC endorsement policy should accompany the issuance of any endorsement or resolution, describing the time and attention afforded the matter approved.

Adopted by the HRC 5/12/77

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DOCUMENTS

HUMAN RIGHTS COMMISSION

OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of May 26, 1977

NEXT MEETING:	Thursday June 23, 1977
Commission Room, Third Floor Main Library, Civic Center	

NOTE: See under Calendar Matters Section of these these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: David K. Yamakawa, Jr. (presiding), Sister Mary Bernadette Giles, Antonio Grafilo, Sylvester Herring, Phyllis Lyon, Enola Maxwell, John Morrissey, Dan Silva, Lillian Sing, Nadim M. Zarour.

Excused: Vernon Alley, Carlota del Portillo, Rabbi Alvin I. Fine, Caryl Mezey.

Staff

Present: Grant Mickins, Manuel Chaffo, Doug Chan, Luis Escobar, Joseph Meza, David Prowler, Wayne Redus, Gail Roberts.

Pledge of Allegiance -- There was no United States flag present.

Minutes of Meeting of May 12, 1977 approved.

COMMUNICATIONS

- From Jim Larkin, Coordinator, Community Art Center, requesting support for CETA proposal under Title VI.

- From Joletha Head, Chairperson-Bayview/Hunters Point Non-profit Community Development Corporation, to Chief Administrative Officer Roger Boas, urging that HRC "be given the responsibility for monitoring the Wastewater Treatment Project's Affirmative Action Program."

- From Art Agnos, Assemblyman, 16th District, requesting support for six Assembly bills in the health care field.

- From Art Agnos, to Chairperson Mezey, expressing appreciation for HRC approval of the "Apprenticeships in Public Service Leadership" proposal.

- From Gilbert Boreman, Clerk of the Board of Supervisors, to all Department Heads of the City and County of San Francisco, advising of a new task force to deal with rodent control.

- From Charles Garry, Attorney-representing Oppressed Minority Independent Truckers Association, to Chairperson Mezey, requesting revisions in HRC's affirmative action programs affecting minority truckers.

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Director Mickins read this letter in full. He noted that HRC staff and City Attorney Judy Teichman met with Mr. Garry on May 24th and Jake Sloan of the Wastewater Program. As an outcome of that meeting, Mr. Garry will submit to HRC a draft of a program that he proposes will benefit all minority gruckers.

- From Thomas O'Connor, City Attorney, requesting notice of HRC action concerning Charter Section 3.500 providing that each board or commission appointed by the Mayor shall have a duty to "adopt a rule requiring that each member present at a meeting of such board of commission when a question is put shall vote for or against it, unless he is excused from voting by a motion adopted by a majority of the members present."

- From Walter Johnson, Jack Crowley, James Herman, & Jack Goldberger; United Labor Committee, announcing support for the International Hotel tenants and a benefit dinner sponsored by Delancey Street.

- From Jack Webb, Chairperson, San Franciscans for District Elections, to Commissioner Nadim Zarour, requesting support to retain district election of Supervisors.

- From Pamela Placenica, Campus Coordinator, Project Alpha, Sacramento City College, requesting placement on HRC's mailing list.

- From Starr Posner, Committee to Free Tom Stevens and Terry Phillips, requesting HRC support in a letter writing campaign to release Tom Stevens and Terry Phillips. The chair informed Ms. Posner, who was in the audience, that this matter had been referred to the Police Liaison Committee.

- From Bruce Young, Assemblyman, 63rd District, to Chairperson Mezey, responding to HRC request for support on A.B. 1130 (Agnos), which relates to employment discrimination on the basis of sexual orientation.

- From Lincoln Chu and Michael Noon, Coordinators, Applied Research Center, S.F. State University, announcing the existence of an intern program in applied research projects for government and community agencies.

- From Senator David Roberti, Majority Floor Leader, 23rd District, requesting support for S.B. 170, which bans the existence of secret files on citizens and grants the right to access to citizens for most state government files or records about them.

DIRECTOR'S REMARKS

- Status of the HRC's Budget Request for Fiscal 1977-1978

Director Mickins reported that the annual budget process had been completed on May 23. Although the HRC had been granted a $3,000 increase (in employee benefits), it received substantial cuts in operating expenses. A summary of the computer print-out of the new budget will be made available to the Commissioners.

- Contract Monitoring of the Wastewater Treatment and the Yerba Buena Center Development Programs

Director Mickins, HRC Employment staff, and Vice Chairperson Yamakawa met with a Special Advisory committee (named by CAO Roger Boas) to voice the HRC's concerns as to who should be monitoring the Wastewater Treatment Program and the Yerba Center development.

The nine-member committee is expected to make a determination as to HRC's jurisdiction in both projects' contract compliance efforts.

- Community Dispute Services Training

HRC has received funds from the Manpower Planning Council to partially pay for the cost of a training program for the HRC staff in the mediation of community disputes. The 30-hour program will be conducted by the American Arbitration Association. Director Mickins noted that the program will be designed to offer direct training for the type of community relations work which the HRC performs as mandated by Chapter 12A of the Administrative Code.

STANDING COMMITTEES

Housing and Urban Development
Enola Mexwell, Chairperson

- Resolution in support of the Coalition To Support Nihonmachi Tenants' efforts to have the Redevelopment Agency rehabilitate and maintain as low-income housing the buildings located at 1869 Buchanan, and 1531 & 1529 Sutter Streets . - David Prowler, HRC Housing Specialist

Mr. Prowler gave a background description of the issue.

Three buildings at 1869 Buchanan and 1531 & 1529 Sutter Streets are located in the Western Addition A-2 Project Area. All of the buildings are owned by the San Francisco Redevelopment Agency.

Because of building code violations and safety hazards in these buildings, Superior Court Judge John Benson had ordered that all the tenants -- (a couple and three single persons), in 1531 Sutter and one couple in 1869 Buchanan -- be removed. (1529 Sutter is vacant.) The tenants, however, chose to stay with the intent of buying or having the structures rehabilitated.

Mr. Prowler observed that the Agency's response to the tenants' requests had been "encouraging", citing the Agency's successful effort to have Judge Benson grant temporary stays of the evictions and its intention to remedy hazardous safety conditions in tenant-occupied areas.

Mr. Prowler introduced Mr. Gene Suttle, director of the A-2 Project Area. Mr. Suttle informed the Commission that the Redevelopment Agency was reviewing the disposition of the buildings which it had originally deemed "infeasible" for rehabilitation.

Mr. Suttle also announced that the Agency had communicated to the Coalition To Support Nihonmachi Tenants of the Agency's intent to offer the Sutter Street properties for sale at a "fixed price." This would allow the Agency to chose a developer on the basis of his plan for the buildings, rather than as a low bidder. Under this arrangement, the tenants would also have the opportunity to submit their own proposals for the future use of the Sutter Street buildings. In the meantime, the Agency will proceed with remedial work at 1531 Sutter in accordance with Judge Benson's order to repair or vacate the building.

With respect to the other tenant-occupied building at 1869 Buchanan, Mr. Suttle told the Commission that the Agency will ask Judge Benson to remove the eviction order. It will also ask the court for time to evaluate the feasibility of moving the entire building and rehabilitating it at a new location.

Mr. Suttle added that the Agency had signed an agreement committing the property at 1869 Buchanan to the Nihonmachi Community Development Corporation and that the Agency did not intend to abrogate that agreement.

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Mr. Suttle then introduced Mr. Arnold Baker, executive deputy and director of the Agency's Central Relocation Services. Mr. Baker joined him in answering questions from individual commissioners on the Redevelopment Agency's policies in the Japantown area.

After long discussion, Mr. Prowler introduced the tenants' legal counsel, Mr. Randall Padgett.

Mr. Padgett indicated that while his clients were "very pleased" with the Agency's plans to repair 1531 Sutter, they were concerned with the Agency's lack of a clear plan for the Buchanan Street site. He criticized the Agency's apparent reluctance to spend an estimated $30,000 to correct 1869 Buchanan's safety deficiencies and its amenability to moving the building out of Japantown at an approximate cost of $55,000.

Mr. Padgett supported the Housing Committee's proposed recommendations to the HRC on 1529 & 1531 Sutter Street and 1869 Buchanan Street.

As drafted they were:

that the HRC urge the Redevelopment Agency Commission to do the following:

1. Commit itself to immediately repair hazardous safety conditions in the buildings located at 1529 & 1531 Sutter Street and 1869 Buchanan Street;

2. Use all reasonable means to obtain from the Superior Court of San Francisco an Order Vacating the Writ of Possession concerning the two above-mentioned buildings;

3. Cooperate with the tenants of the buildings in their efforts to arrange for a purchase of the buildings from the Redevelopment Agency which will provide for the maintenance of the buildings as low-rent housing within the Japanese community; and

4. Explore such avenues as

   a. examining disposition agreements with any other parties laying claim to the properties,
   b. land cost "write-downs", and
   c. "sweat equity" contributions by tenants

Without these measures it is unlikely that the buildings can be maintained as low-income housing.

The Human Rights Commission offers its assistance toward the realization of those goals.

**** A motion of Commissioner Morrissey that section 1 be amended to read: "Commit itself to explore means by which it can immediately have repaired the hazardous safety conditions..." was passed by a voice vote.

It was then, after some further discussion,

****m/s/c that the HRC adopt the Resolution on 1529 & 1531 Sutter Street and 1869 Buchanan Street as amended. The full copy of this resolution is attached to these Minutes.

EMPLOYMENT
Alvin Fine, Chairperson

- Request for Endorsement: S.B. 224 - Wayne Redus

S.B. 224 would extend unemployment compensation and disability benefits for former inmates of State prisons or institutions.

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Existing law makes no provision for unemployment compensation benefits, extended duration benefits, federal-state extended benefits, and unemployment compensation disability benefits for former inmates of state prisons or institutions under the jurisdiction of the Department of Corrections.

This bill would include such persons as permitted in the Constitution, for not exceeding 26 weeks of benefits, based upon wages in specified "employment" performed as an inmate, and would require that the additional cost of these benefits be paid by the state.

This bill would become operative July 1, 1978.

There being no discussion it was

**** m/s/c that the HRC endorse Senate Bill 224.

YOUTH & EDUCATION

Sister Bernadette Giles, Chairperson

- Acceptance of Feasibility Study of Longitudinal Evaluation of Spanish Bilingual and ESL Programs, and Adoption of Recommendations. - Manuel Chaffo, student intern.

Mr. Manuel Chaffo, a graduate student intern from San Francisco State University, explained that the main objective of the study was to ascertain:

1) the number of elementary second and third grade students enrolled in the 1971-1972 Spanish Bilingual Programs.

2) the number of students who left school and those who attended school in the Fall, 1976, and

3) the availability of student test data.

- After Mr. Chaffo's presentation, Commissioner Giles noted that the data revealed that there was no possibility of doing an indepth study because of the lack of available records. For this reason, the Youth & Education Committee requested that the HRC adopt the following recommendations:

1) The San Francisco Unified School District is urged to maintain readily accessible, current information data on students throughout their school achievement;

2) The SFUSD is urged to retain records on file for a period no less than five years for the non-active students.

It was

**** m/s/c that the HRC accept the report and adopt its recommendations. Copies of it are available by telephoning Gail Roberts or Grace Markham at the HRC offices, 558-4901.

- Commissioner Giles thanked Mr. Chaffo for his study. She also pointed out the opportunity that the Committee and the HRC provide students to work in the community and to have a supervised job which is within their capability and skills.

NEW MATTERS

- Commissioner Silva requested that he be able to report to the HRC concerning his recent trip to Cuba and the status of human rights in that country.

CALENDAR MATTERS

The next regular meeting of the HRC will be Thursday, June 9, at 9:15 a.m. in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, June 2, 1977 - 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco
Gay Advisory	Tuesday, June 7, 1977 - 12 Noon HRC Office, Room 509 1095 Market Street - San Francisco
Youth & Education	Thursday, June 2, 1977 - 3:30 p.m. Thursday, June 16, 1977 - 3:30 p.m. Cathedral House Library 1051 Taylor Street - San Francisco
Police Liaison (special meeting)	Thursday, June 2, 1977 - 4 p.m. HRC Office, Room 509 1095 Market Street - San Francisco
Housing & Urban Development	Wednesday, June 15, 1977 - 1 p.m. HRC Office, Room 509 1095 Market Street - San Francisco
Social Programs	To Be Announced.

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Doug Chan

GSM:DC:pa

Attachment - Resolution on 1529 & 1531 Sutter Street and
1869 Buchanan Street

City and County of San Francisco

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street
Suite 501
San Francisco, California 94103
Telephone 558-4901

RESOLUTION ON 1529 & 1531 SUTTER STREET AND 1869 BUCHANAN STREET

WHEREAS, the Japanese Community of San Francisco has long been an area of culture, communication, and commerce for the Japanese and other residents of San Francisco, and,

WHEREAS, the Redevelopment Agency, through its programs in the area of the Japanese community has tended to cause the dispersal of the population of this community, particularly the smaller shops and lower-income residents of the community, and,

WHEREAS, retention of low-rent housing in the Japanese community is an essential ingredient in maintaining the cultural, commercial and religious character of the community,

BE IT RESOLVED THAT, We urge the Redevelopment Agency Commission to do the following:

1. Commit itself to explore means by which it can immediately have repaired the hazardous safety conditions in the buildings located at 1529 & 1531 Sutter Street and 1869 Buchanan Street;

2. Use all reasonable means to obtain from the Superior Court of San Francisco an Order Vacating the Writ of Possession concerning the two above-mentioned buildings;

3. Cooperate with the tenants of the buildings in their efforts to arrange for a purchase of the buildings from the Redevelopment Agency which will provide for the maintenance of the buildings as low-rent housing within the Japanese community; and

4. Explore such avenues as

   a. examining disposition agreements with any other parties laying claim to the properties,

   b. land cost "write-downs", and

   c. "sweat equity" contributions by tenants

Without these measures it is unlikely that the buildings can be maintained as low-income housing.

The Human Rights Commission offers its assistance toward the realization of those goals.

Adopted by HRC - 5/26/77

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HUMAN RIGHTS COMMISSION

OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of June 9, 1977

****
* NEXT MEETING: Thursday *
* June 23, 1977 *
* 9:15 A.M. *
* *
* Commission Room, Third Floor *
* Main Library, Civic Center *
****

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Caryl Mezey (presiding) Vernon Alley, Carlota del Portillo, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Sylvester Herring, Phyllis Lyon, John Morrissey, Dan Silva, David K. Yamakawa, Jr.,Nadim M. Zarour.

Excused: Antonie Grafilo, Enola Maxwell, Lillian Sing.

Staff

Present: Grant S. Mickins, Jack Casford, Don Hesse, Joe Meza, Vicky Rathbone, Wayne Redus, Gail Roberts, Emmett Rosebrough, Essie Thomas.

Pledge of Allegiance

Minutes of the Meeting of May 26, 1977 approved.

COMMUNICATIONS

- From Joseph J. Botka, Chief Probation Officer, Juvenile Court, with a copy to Mrs. Lois T. Caesar, Chairman, Juvenile Justice Commission, responding to Director Mickins' May 24, 1977 letter stating that the HRC had received a complaint that youths were being sent to the California Youth Authority because of overcrowding at Log Cabin Ranch. Mr. Botka said youths are "never committed to the CYA because of overcrowding at the ranch." He asked if Mr. Manuel Niz from RAP (Real Alternative Program) could furnish him with more specifics of his complaint.

- From David B. Goodstein, Treasurer, Ad Hoc Committee to Assist the Dade County Coalition, soliciting financial contributions to the campaign in Dade County, Florida, to uphold a local ordinance prohibiting discrimination against gay people.

- From Patti Roberts, Women's Litigation Unit, San Francisco Neighborhood Legal Assistance Foundation, writing on behalf of four clients who have requested HRC investigation of their complaints of discrimination already filed with the Equal Employment Opportunity Commission and the Fair Employment Practices Commission. The HRC had maintained that its rules and regulations do not permit it to undertake an investigation in this complaint, and Ms. Roberts was protesting this position, and demanding that the HRC undertake handling the complaint.

At the request of Commissioner Lyon, Director Mickins gave some background on this case, which involves charges of sex discrimination and sexual orientation discrimination (the latter filed with the HRC). Frank Anderson of the HRC staff has informed Ms. Roberts that as long as the identical complaint was already on file with the EEOC and the FEPC, the HRC could not undertake it. The HRC has responded to Ms. Roberts again, re-stating its position. Wayne Redus said the HRC's policy, set some 12 years ago, was made basically to avoid duplication of effort and use of staff time when complaints identical to those filed with other agencies come to the HRC. Director Mickins read from the Rules of Procedure, Complaints, Section 2, Part C.

- From Marvin E. Cardoza, Chairman, Father Alfred Boeddeker, O.F.M. Golden Anniversary Luncheon, inviting participation in this event honoring Fr. Boeddeker, founder and executive director of St. Anthony Dining Room, on Wednesday, June 15th, in the Grand Ballroom of the Fairmont Hotel. Ticket price: $25 each. It will commemorate the 50th anniversary of Fr. Boeddeker's ordination as a priest.

From State Senator David A. Roberti, copies of newspaper editorials from California newspapers on the subject of legislative moves to protect individuals' rights to privacy from state government, and urging support of Senate Bill 170, which would ban the existence of secret files on citizens. This was referred to the Police Liaison Committee.

- From Mayor George R. Moscone, referral of a letter from John J. Hada of San Francisco, requesting assistance regarding what he calls "the insidious and subtle practive of job discrimination by some members in the private sector in San Francisco against retired U. S. military officers." This material was referred to HRC staff for follow-up.

- From Supervisor Terry A. Francois, asking that the HRC survey each of "various private alcoholic programs funded by public money" for their affirmative action staffing policies. This letter also was referred for HRC staff follow-up.

- From Frederick B. Routh, Director, Special Projects-ONCRI, of the United States Commission on Civil Rights, announcing a Western Regional Conference on Civil Rights and Women's Rights for June 29 - July 1, 1977, at the Towne House Hotel in San Francisco.

- From Juanita del Carlo, Director, Mission Hiring Hall, requesting that the Mission Hiring Hall have a seat on the HRC's Employment Committee.

Commissioner del Portillo, Co-Chairperson of the Employment Committee, asked what action had been taken on this request. Chairperson Mezey stated that she has spoken with Ms. del Carlo on her request. While the Employment Committee membership has not been made up, in the past, with representatives from specific groups, but rather by individuals with particular fields of expertise, there is a precedent, it is felt, in that Chinese for Affirmative Action had recently been asked to name a representative on the Committee.

***** It was agreed that this request be discussed by the Administrative Committee if Chairperson Mezey was unable to resolve it.

- From Gerald W. Johnson, President, Black Business Association, detailing a number of complaints against the officials of the City's Wastewater Management project, specifically "blackballing" of the Black leadership.

This letter was read in full by Director Mickins and prompted a long discussion by members of the HRC.

Director Mickins referred to the HRC's earlier letter to the Chief Administrative Officer, Roger Boas, expressing its deep concern that the affirmative action monitoring powers of the HRC had never been confirmed as regards the Wastewater Management project. The HRC has received letters from the Wastewater Management staff's affirmative action economic development officers, asking approval by the HRC of contracts let by Wastewater Management, without the HRC's having seen or studied for compliance these contracts. One such letter, of April 26, 1977, was read. It stated that a firm "is in compliance with our Affirmative Action requirements" and asked HRC approval for awarding a contract.

As a result of the HRC's letter of concern, and after meetings with the Director, Chairperson Mezey and others, Mr. Boas named an Affirmative Action Oversight Advisory Committee. HRC staff and Commissioner Yamakawa have met with this Committee. Attorney Joseph Williams chairs the Committee and it has, said, Director Mickins, good community representation. The HRC presentation to this

Committee went into the background of its authority, its experience in the past, and its position that it should have authority in the Wastewater Management affirmative action work. The Committee has subsequently met with Richard Sklar, coordinator of the Wastewater Management project, and his staff. The Committee now is to work out an understanding as to the HRC authority vis a vis the Wastewater Management affirmative action contracts.

The Community Services Committee of the Board of Supervisors in May sent to the Board of Supervisors a formal recommendation that the Board adopt as policy that the HRC has the duty to monitor affirmative action on all contracts let by the City, including Wastewater Management and the Yerba Buena Center. Board action still is pending.

Director Mickins urged that the policy be affirmed as soon as possible, and he said that in the meantime the community is very concerned (as typified by the letter from Mr. Gerald Johnson). HRC Staff is scrupulously following the awarding and review of contracts.

Mr. Mickins also said the HRC is concerned about the practice of Wastewater Management staff interviewing and screening additional affirmative action staff, implying that these employees "might one day be working under the HRC." He read in full a draft of a letter protesting this practice to be sent to Mr. Boas, requesting that he take action to make sure that Mr. Sklar and his aides do not continues this practice, which the HRC terms "a breach of trust and an unconscionable act of bad faith."

Commissioner Morrissey questioned whether the people being screened by the Wastewater Management would actually be transferred to the HRC staff. It was pointed out this was in fact what was being told the new hirees.

Commissioner Fine asked by what right (statutory or legal) the Chief Administrative Officer and Wastewater Management executives were negotiating with the HRC about powers that it presently has under its Ordinance. He said he felt it a bad precedent to allow any official to interpret the HRC's Ordinance or to ignore it. He suggested that the HRC should:

1. Either refuse to approve contracts, procedures of which the HRC has not been party to, or

2. Ask the City Attorney to bring legal suit.

- Chairperson Mezey read the last paragraph of an editorial, "Dade County Is Heard From," from the San Francisco Chronicle of this date, June 9, 1977: "In truth the stridency of the campaign mounted by Bryant and her associates would have sorely grated on our world-weary sensibilities had elements not been so ludicrous. Flogging San Francisco as a Sodom or Gomorrah in the grip of perverts whose ungodly example should be a lesson to the rest of the nation was just plain laughable. San Francisco should, indeed, be an example to the rest of the country, as a community where religions, races and varied sexual life styles are appreciated for their many positive values. The human spirit is a multi-facted thing, and anything that enhances it is welcome here. We would like to think that Anita Bryant herself---if she'd just lower her voice a little---could show up in Union Square and be listened to with the tolerance, if not the total respect, she might wish."

Chairperson Mezey said that she intended to write a commendatory letter to the publisher of the Chronicle, a paper which, she noted, the HRC has criticized for published material it felt ill-advised in the past.

At the request of Commissioner Giles, the Special Order report on the recent trip to Cuba by Commissioner Silva was postponed to later in the meeting.

YOUTH AND EDUCATION
Sister Bernadette Giles, Chairperson
David Yamakawa, Co-Chairperson

- Multicultural Educational Concerns

The Committee at its June 2nd meeting adopted a motion requesting that the HRC formally urge the San Francisco Board of Education to implement a Board policy statement, Resolution #311-27A1, approved November 27, 1973, on multicultural education. Continued intergroup tension among racial and ethnic groups in the San Francisco public schools was corroborated at the Committee's meeting. Commissioner Giles said it was imperative, at this time, that the School District address itself to the problems growing out of intergroup tensions in the schools.

The text of the Board of Education's November 27, 1973 Resolution #311-27A1:

"RESOLVED: It shall be the policy of the Board of Education to provide comprehensive multicultural education through coordination of existing services and involvement of administrative and on-site staff. This multicultural education will stress the importance of understanding and appreciating the unique characteristics and contributions of diverse ethnic groups including Black, Chinese, Filipino, Japanese, Latino, Native American, and Samoan within the context of the recognition of a pluralistic society.

FURTHER BE IT RESOLVED: That in the implementation of the policy on multicultural education, the Superintendent is directed to set forth guidelines including a precise timetable and to designate overall coordination means including the requesting of necessary funding. Bimonthly reports to the Board are to be made on the implementation of this resolution."

In support of the Committee's request, three of its members made brief statements expressing their observations of intergroup and ethnic tensions among public school children, and their convictions that the District must take immediate steps to address the causes of these tensions. Those making statements were: Leonard Fitzpatrick, Daisy Brooks, and Evelyn Adler. Manuel Niz, while present, did not speak.

It was reported that Commissioner Giles, Gail Roberts of the HRC staff, Mr. Fitzpatrick, Althea Carrie, and Joanne Chadwick,of the Youth and Education Committee, met recently with students from Marina Junior High School to learn what their experiences and recommendations were about this problem. It was learned that divisions are not only by peer groups, but by racial groups. Student charges include that some teachers make racist remarks, that there was some pressure to segregate, that integrated classes worked better, that is, a racial mix in the seating, etc.

The students also asked for multicultural and multiethnic classes after school.

It was

***** m/s/c that the HRC formally urge that the San Francisco Board of Education implement its policy statement contained in Resolution #311-27A1, approved November 27, 1973 on multicultural education.

- Commissioner del Portillo asked to comment on this subject. She said, "I have a strong like for multicultural education. I am particularly concerned from the perspective---we are integrated, we have Black, White, Asian, Indian, all in the same family, so that there are certain aspects of integration that we don't need to deal with. The problem with multicultural education in the Unified School District comes from the fact that it is a White, middle-class American look at what they perceive as being multicultural education. Let me explain a little further what I mean. One of the finest components of

multicultural education that I have seen is built into the scope and sequence of the Spanish bilingual program. When you're speaking about multicultural education and you do it from only one cultural perspective you are not servicing anything except the Black-White syndrome that exists right here. We view desegregation as that; we view educational needs as that; we view the whole system as that. And it is not going to work until somebody takes leadership in terms of multicultural education from different perspectives. And I have a feeling that just urging the Board to do something is not going to be enough. I have the feeling that we have to be more active in monitoring what they do, because sometimes what they try to do with existing staff worsens the problem."

Commissioner Giles confirmed to Chairperson Mezey that the Committee intends to take an active part in follow-up, and seeing that the Board policy is implemented.

Commissioner del Portillo then said, "My concern with the implementation of multicultural education is related to my concern with the human rights of kids all around. What I keep seeing at 135 Van Ness is that as their internal priorities are developed and they are forced into developing things like multicultural education, they rob Peter to pay Paul. With the coming of the state implementation bill SB 1329, with the existing systematic rape of the bilingual education program, with the lack of consideration that has been given in terms of budget, desegregation, teacher training, room utilization, etc. All these things put together we have to take a look at because if for the implementation of multicultural education they do away with the fulfillment of the needs of students outside the bilingual program, or don't know how to integrate the whole thing, we're going to have bigger tensions. I guess what I'm really saying is that either the Human Rights Commission or the Youth & Education Committee has got to play a much stronger role in surveiling what they're doing, and it may be from budget to implementation."

Commissioner Silva said he saw the proposed action as a "band-aid", and that he would hope that the students could present what they perceive as multicultural education, because he felt that neither the HRC nor the School District is presently qualified to explain to students what the situation is in the schools or in the streets.

Chairperson Mezey said these comments pointed up how important it is that there be strong follow-up on formal HRC resolutions with emphasis on a few.

Special Order

- Trip to Cuba by Commissioner Dan Silva

Commissioner Silva traveled to Cuba as a guest of the Cuban government in April for a stay of approximately one month in a party of 220 North Americans. He will make a fuller presentation later in June at an as-yet undecided place in the Mission District with slides of his stay.

Commissioner Silva made the following observations:

- The countryside and cities appeared immaculate.
- Early feelings about regimentation changed when he realized that the people live under a voluntary self-discipline.
- He worked helping build a housing complex in a town near Havana.
- Food is rationed, and everyone has the same amount.
- In 19 years, the number of universities has risen from 3 to 27.
- In 19 years, the number of hospitals has risen from 8 to 50-plus.
- Schoolchildren do work in the fields after school.

-more-

- There was 80% pre-revolutionary illiteracy. That has been significantly reduced.

- He saw no drug abuse.

- He saw no street derelicts.

- The penalty for possession of marijuana, first offense, is five years at hard labor. They see marijuana as part of a capitalist exploitive market.

POLICE LIAISON
John Morrissey, Chairperson
Nadim Zarour, Co-Chairperson

- Request for Support of a Letter-Writing Campaign Urging the Immediate Release of White Panther Party members Tom Stevens and Terry Phillips.

Commissioner Morrissey read the following statement adopted by the Police Liaison Committee:

"The request for support of a letter-writing campaign for the immediate release of White Panther Party members Tom Stevens and Terry Phillips does not strictly meet the criteria pursuant to the Policy Guidelines On Endorsement adopted by the Human Rights Commission on May 12, 1977. Specifically, the request for endorsement is not directly within the scope of the HRC Ordinance as defined in Sec. 12A.2 of the Administrative Code which reads in part:

> 'It is hereby declared that the policy of the City and County of San Francisco is...to eliminate prejudice and discrimination because of race, religion, color, ancestry, age, sex, sexual orientation, physical disability, or place of birth...'.

However, the Human Rights Commission is concerned with minimizing intergroup tensions that even tangentially may adversely affect significant numbers of those who fall within the groups protected by Sec. 12A.2.

We have been shown the letter sent by Mayor Moscone on behalf of Stevens and Phillips, a copy of which is attached. We have no reason to take issue with the statements in it. Furthermore, we believe that the immediate release of Stevens and Phillips on parole will not present an unreasonable risk of danger to the San Francisco community, and should help to minimize intergroup tensions in San Francisco.

Therefore, the Police Liaison Committee recommends that the Human Rights Commission forward, with its approval, a copy of this committee report to Mr. Howard Way, Chairman of the California Adult Authority, 714 P Street, Room 523, Sacramento, California 95814."

Asked for responses from anyone who might not agree with the recommendation, Joseph Meza, staff for the Police Liaison Committee, said that the Legal Department of the San Francisco Police Department, the District Attorney's Office, and the Public Defender's Office had been advised of the Committee's recommendation. He said the SFPD representative on the Committee did not vote for the Committee recommendation because the report of the parole authorities on the two White Panther Party members had not been seen by the Committee.

Ms. Starr Posner, a member of the Defense Committee to Free Tom Stevens and Terry Phillips, read a statement to the HRC written by Tom Stevens, presently at San Quentin State Prison, in which he appealed for the HRC to add the category creed to its Ordinance (Section 12A.2) saying, "because of my personal creed (which includes the tenet that police crime should be prevented), my human rights are being brutally violated."

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Ms. Posner asked that the HRC:

1. Adopt the report of the Police Liaison Committee.

2. Make a formal inquiry into why and how the Adult Authority reached its findings, and

3. Amend Chapter 12A to include creed.

It was agreed by the HRC that when forwarding a copy of the Police Liaison Committee report to Howard Way, Chairman of the California Adult Authority, it would ask him for a statement explaining what procedures were followed in deciding on parole for Messers Stevens and Phillips.

***** The Administrative Committee was asked to consider points 2 and 3.

It was

***** m/s/c that the HRC adopt the report of the Police Liaison Committee and forward a copy of it to Howard Way, Chairman, California Adult Authority.

YOUTH AND EDUCATION

- Board of Education Resolution Authorizing Revision of School District's Preliminary Guide to Health and Family Life Education: Information Report.

- Commissioners Yamakawa and Lyon were present at the Board of Education meeting, establishing an Advisory Committee on Health and Family Life Education, where its resolution was adopted unanimously 7-0.

There has been a great deal of media comment and response to this action. So far no advisory committee has been appointed by the Board. The HRC's resolution called on this committee to review and recommend revisions in the District's Preliminary Guide to Health and Family Life Education "to accurately reflect Gay life styles" and to develop family life curriculum "to...reflect... respect for human diversities and complexities."

***** It was suggested that there be a chronological statement prepared giving what actions the HRC has taken in the development of this issue. Gail Roberts said such a statement had been prepared.

- Response to Grand Jury Report on Juvenile Court of Youth Guidance Center. Issued August 6, 1976: Emmett Rosebrough, HRC Community Liaison.

Mr. Rosebrough presented a comprehensive narrative report, backed by statistical tables, that he had prepared with the assistance of David Hodges and Jerry Peters, two student interns from the Westmont College Urban Program. He thanked the college and these students for their help.

The statistical tables showed: the racial composition, by job titles, with numbers and percentages of the whole, for the Juvenile Probation Department staff and the Juvenile Hall staff; the racial breakdown of San Francisco youth by location of private placement institution; the total number of youth in private placement institutions used by the Department of Social Service and the Juvenile Court; the Log Cabin Ranch racial makeup of clients and staff; and, finally, the record of the 78 placement institutions which as of April 21, 1977, had returned the questionnaires the HRC had sent. This is 77% of the 101 placement institutions that received these questionnaires.

Highlights of the Grand Jury report were in six areas. In the first, called "The Battle Between Public Agency Resources and Community-Based Resources", he noted that the Youth Guidance Center, and Hidden Valley and Log Cabin Ranches, with predominantly White employees, are the objects of criticisms from community-based programs such as Chinese Youth Alternatives, Young Adults, Real Alternative Program, and the Free Youth Coalition, that too few of these employees understand the problems of the minority and poor communities, and maintain that these juveniles should be handled in their own communities. He stated that "many of the facilities in San Francisco (26 in number) are not being fully utilized.

***** The HRC renewed its 1972 recommendation that placement be on a first-priority basis within the City and County, with institutions within fifty miles of the City as second priority.

Under "Problems of Institutions Racism at Log Cabin Ranch," he noted that the Grand Jury reported that of 86 boys ordered to spend time (up to six months or more) 84 or 98% were Black. Mr. Rosebrough held that the institutional racism alleged by the Grand Jury was based on the administration and management of the Youth Guidance Center, Hidden Valley Ranch and Log Cabin being overwhelmingly White. He reported that although White youth make up 30% of juveniles arrested in the City for serious and violent crimes, White youth do not end up at Hidden Valley or Log Cabin in the same proportion as Blacks and other minorities.

***** The HRC renewed its 1972 recommendation that the Youth Guidance Center, with its help, implement (as a one-year trial) an affirmative action program for the placement of juveniles from the Court.

Full copies of this report can be obtained from Mr. Rosebrough, Gail Roberts, or Grace Markham at the Human Rights Commission office, 1095 Market Street.

The HRC hopes to meet soon with the Juvenile Justice Commission to discuss its continuing concerns.

EMPLOYMENT
Alvin Fine, Chairperson
Carlota del Portillo, Co-Chairperson

- Committee Report

The Committee is continuing its review and revision of the HRC's Principles and specific programs of affirmative action, in part a response to the letter of suggestion from Commission Zarour.

- Request for Endorsements: AB 1302, HR 5055, and HR 5109.

AB 1302, introduced in the California Assembly March 31, 1977 by Assemblyman Art Agnos, would delineate what constitutes discrimination on the basis of sex, by adding a section to the Labor Code defining what shall be considered sexual discrimination, and also banning discrimination because of refusal to grant sexual favors to an employer, business superior, client, customer, or fellow employee.

It was

***** m/s/c that the HRC endorse AB 1302.

HR 5055, introduced in the House of Representations, by Representative Augustus Hawkins, would amend Title VII of the Civil Rights Act of 1964 to prohibit sex discrimination on the basis of pregnancy.

It was

***** m/s/c that the HRC endorse AB 1302.

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HR 5109, introduced by Representative Fr. Drinan, would amend the Internal Revenue Code of 1954 to deny any deduction for amounts paid or incurred by an employer pursuant to an employee health or accident plan if such plan does not provide certain pregnancy benefits.

It was

***** m/s/c that the HRC endorse HR 5109.

GAY ADVISORY
Phyllis Lyon, Chairperson

- The Committee's report on the three community hearings it sponsored some months ago is at the printer now and will be produced shortly.

- Working with the Fire Chief, Andrew Casper, on the fire safety concerns for public establishments, Commissioner Lyon announced that the Fire Department soon will issue a brochure explaining what fire and safety regulations pertain to all public places, not just gay bars and restaurants.

- There are concerns that the reactions to the Dade County homosexual nondiscrimination ordinance overturn vote may have repercussions in California, with bills or ballot measures to ban the hiring of homosexualk as teachers, etc.

DIRECTOR'S REMARKS

- Director Mickins gave an update report on the HRC's filing of a formal complaint to the Civil Service Commission at the request and on behalf of a number of minority staff workers at the Probation Department of the Juvenile Court. The charge is that the results of recent examinations for supervising and senior probation officer positions were discriminatory.

The Civil Service Commission, said Mr. Mickins, turned down this complaint, and its chairperson, Darrell Salomon, said that the CSC role was not to guarantee representation of minorities based on population but to be "neutrally color-blind."

A study of the professional workforce of the Probation Department, Mr. Mickins said, shows that it is seriously deficient in minority staff (i.e., only two Blacks on the permanent staff as probation officers, and only one Latino in any administrative post). Mr. Mickins said that the so-called collor-blind doctrine had been discarded nationally more than a decade ago in favor of affirmative action.

The HRC has asked the CSC to reconsider its denial of the complaint. Mr. Mickins said that the HRC could have some serious problems with the Civil Service Commission. "If this, indeed, is the position of the Civil Service Commission (as Mr. Salomon worded it), then the HRC has a lot of work ahead of it," he said.

CALENDAR MATTERS

The next regular meeting of the HRC will be Thursday, June 23, 1977 at 9:15 a.m. in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, July 7, 1977 - 9:30 a.m. Thursday, July 21, 1977 - 9:30 a.m. Grace Cathedral 1051 Taylor Street - San Francisco

Youth & Education	Thursday, June 16, 1977 - 3:30 p.m. Thursday, June 30, 1977 - 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco
Gay Advisory	Tuesday, July 12, 1977 - 12 Noon HRC Office, Room 509 1095 Market Street - San Francisco
Police Liaison	Tuesday, June 21, 1977 - 4 p.m. "Place to be announced"
Housing & Urban Development	Wednesday, June 15, 1977 - 1 p.m. Room 509 Human Rights Commission Offices 1095 Market Street - San Francisco
Social Programs	To be announced.

NO NEW MATTERS

REMARKS FROM THE AUDIENCE

- Gerald W. Johnson, of the Black Business Association, thanked the HRC for its public reading of his letter (see Communications section of these Minutes), and reiterated the importance of the Wastewater Management project to minority business hopes in this community. He stressed that he felt the HRC should exercise control over the affirmative action aspect of the contracts let for the project.

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM:JC:pa

6/16/77

HUMAN RIGHTS COMMISSION

OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of July 14, 1977

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* NEXT MEETING: Thursday
* August 11, 1977
* 9:15 A.M.
*
* Commission Room, Third Floor
* Main Library, Civic Center
*
****

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Caryl Mezey (presiding) Vernon Alley, Rabbi Alvin I. Fine, Antonio Grafilo, Sylvester Herring, Phyllis Lyon, Enola Maxwell, John Morrissey, Dan Silva, David K. Yamakawa.

Excused: Carlota del Portillo, Sister Mary Bernadette Giles, Lillian Sing, Nadim M. Zarour.

Staff

Present: Grant S. Mickins, Frank Anderson, Jack Casford, Doug Chan, Alberta Grant, Don Hesse, Joe Meza, David Prowler, Wayne Redus, Gail Roberts, Emmett Rosebrough, Essie Thomas, David Treanor.

Ira James Harris, a student interne from the American Indian Center working with the HRC on a study of programs for ex-offenders this summer, and Colin Vurek, a CETA summer worker, were introduced.

Pledge of Allegiance

Minutes of the Meeting of June 23, 1977 approved, noting that the date of those minutes inadvertently was printed as June 9, 1977.

COMMUNICATIONS

From Assemblyman Art Agnos, informing that $18.9 million was left in the state's budget for supportive programs for the developmentally disabled, a position the HRC formally had enforsed earlier. This grant, however, is for only one year, and Mr. Agnos said the issue will arise again next year.

From Leandro P. Soto, Executive Director, Arriba Juntos Center, asking to be notified of meetings sponsored by the HRC regarding contracts to be let through the Wastewater Management Program. Mr. Soto asked HRC assurances of the inclusion of Latino organizations in all contract procurement activities.

From Congressman John Burton, notifying Chairperson Mezey of his support(in response to her letter informing him of HRC support) of HR 5109, amending the Internal Revenue Code of 1954 relative to employer deductions pursuant to employee health or accident plan payments.

From Rai Y. Okamoto, Director of Planning, Department of City Planning, announcing that he could arrange a showing of films about children, including multiracial and handicapped children, for the members of the HRC. Mr. Okamoto had seen references in the HRC June 9th Minutes to the multicultural education issue. He also invited Commissioner Silva to make a presentation to his staff and City Commissioners on his recent visit to Cuba. This letter was referred to the Youth & Education and to Commissioner Silva.

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- From Thomas Miller, Executive Assistant to the Chief Administrative Officer of the City, reporting, as Mr. Boas (the CAO) had asked him, on HRC complaints that Mr. Richard Sklar and his aides "have been interviewing additional personnel to work in Affirmative Action in the Wastewater and YBC (Yerba Buena Center) programs." Mr. Miller said his check with these people showed that they said no such interviewing has been done. He stated also that Mr. Sklar and Mr. Igoe have not and do not intend to hire any additional personnel in their offices to work on Affirmative Action.

- From Joseph Day, Director, Apprenticeship Opportunities Foundation, inviting the Director of the HRC to attend a special meeting of the Board of Directors of AOF to discuss affirmative action on July 12th.

- From Martin Johnson, President, Oppressed Minority Independent Truckers Association, a copy of a letter to William J. Dwyer, Director of International Airport, asking to meet with him, contractors, and subcontractors to try to work out a program to correct the OMITA's complaint that they have been excluded from participating in the construction work at the International Airport.

- To the Editor, San Francisco Progress, from Chairperson Mezey, responding to an article in the June 26th editions by Marc Elliot on the subject of the Wastewater program and HRC concerns, pointing out that the statement in the story, attributed to a "City Hall observer", that problems stemmed from the fact that the HRC had been appointed by a previous Mayor, was in error. Chairperson Mezey pointed out that all of the present HRC members were appointed by Mayor Moscone.

- From Margaret G. Maguire, Acting Clerk of the Board, inquiring on behalf of an action by the Board of Supervisors (Supervisor Terry A. Francois) about possible benefits of a program of regular meetings between the Wastewater Management program affirmative action staff and a special committee of the HRC to exhange information and attempt to resolve any differences. Chairperson Mezey pointed out that such meetings already have been held and continue.

To Roger Boas, Chief Administrative Officer, on behalf of the Social Programs committee, from Commissioner Herring, expressing the concerns of the committee over consolidation of voting precincts in low-income neighborhoods for the August 2nd special election.

From Leah Brumer, Consumer Fraud Unit, Complaintmobile Project, District Attorney's Office, inviting the HRC to a July 15th meeting, sponsored by the Mission Consumer Education Project of the Mission Coalition Organization and by the Consumer Fraud Unit, to introduce the functions of the summer Complaintmobile project.

From Vince Courtney, Executive Secretary, Local 400, Civil Service Association, Service Employees International Union, requesting HRC to work with the union's Affirmative Action Commission and Executive Board on proposed changes (in City employee working conditions) in the aftermath of protests against a recent filling of a highly-paid position at the Retirement Board with "the third person on the list, a man, instead of the top qualified person on the list...who happened to be a woman." The Commission on the Status of Women had protested this hire, as well.

- From Ancil H. Payne, President, King Broadcasting Company, thanking Director Hicks for speaking with the company's representative in an ascertainment of community problems, needs, and interests.

- From Jose M. Fernandez, Executive Director, Mission Neighborhood Health Center, a copy of a general letter to Center employees, advising of his position following notice that his contract was to be terminated.

- From Edward W. Kawazoe, Chairperson, Asian Americans for Community Involvement, Santa Clara, and Allan Seid, M.D., past Chairperson, a copy of a letter to Mayor Moscone asking that he arrange for a public meeting with International Hotel residents, residents of the Chinatown/Manilatown community, and representatives of organized labor.

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From Charles R. Garry, of Garry, Dreyfus, McTernan, Brotsky, Herndon & Pesonen, Inc., to Richard R. Heath, Director of Airports, Airport Commission, a copy of a letter asking for a conference with Martin M. Johnson, President of the Oppressed Minority Independent Truckers Association of June 27, 1977 (see above) in response to his concerns.

From William J. Mallen, Executive Director, Mayor's Criminal Justice Council, requesting HRC review of a Proposed CCCJ Affirmative Action Policy Statement and draft letter to the Law Enforcement Assistance Administration (LEAA).

From David Jenkins and Associates, Campaigns-Public Relations-Labor Consultants, inviting the Director to a conference of community leaders sponsored by the Urban Environment Conference, Inc., on July 29th and 30th.

DIRECTOR'S REPORT

HRC Budget Constraints for the 1977-1978 Fiscal Year.

Director Mickins had prepared and distributed to all Commissioners budget figures in detail showing comparisons between the 1976-77 Fiscal Year and the one (1977-78) that began July 1st. (see attached copy to these minutes)

He made these points:

1. The HRC is operating with one less clerical staff than when it began operation in 1964.

2. The net increase in the budget from 1976-1977 was $3,303, or less than 1%. The total for 1976-1977 was $330,175, and for this fiscal year it is $333,478.

3. The $220,303 for permanent salaries is actually $6,836 less than required to meet payrolls. The Board of Supervisors had deducted an amount from the allocation that the agency is expected to "save" through any means, such as not refilling if a vacancy occurs. Mr. Mickins reiterated the HRC's position that a very small department (13 permanent HRC positions) is hit disastrously by arbitrary percentage savings quotas of the total budget, whereas large departments with hundreds of employees can more easily absorb then.

** The HRC agreed to protest the application of forced savings in such a way as small departments.

4. The postage budget was reduced by $800 (from $7,300 to $6,500) despite increasing postal costs. The reduction, ironically, is a kind of penalty because the HRC, by using grant funds (not replaced), had reduced its postal costs last year.

It was pointed out that the HRC's budget is approximately one quarter of one percent of the City's total budget. It was ranked, in the Spring, next to the last-funded program, one for animal control, in terms of the total City budget.

Mr. Mickins' full breakdown is attached to these Minutes. He said that, given the payroll funding gap, the HRC will have to ask for supplemental funds from the Board of Supervisors later this calendar year.

Present Status of HRC Re: Affirmative Action in the Wastewater Project.

The Black Leadership Forum, along with many community groups, took a position supporting HRC affirmative action role over the Wastewater project. They met with the Mayor and it was reported that he also pledged his support to HRC as well.

The HRC has been preparing prospective budgets for handling the contract review, monitoring, and enforcement of affirmative action in the future for this $ 5 billion project. Meetings have been held, and memoranda have been sent to and received from Mr. Richard Sklar, Program Coordinator of the Wastewater Management Project, delineating the HRC role and functions. Director Mickins said he believed that the HRC was very near to an agreement on this, although there were still fundamental differences.

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The Oversight Affirmative Action Committee named by Chief Administrative Officer Boas submitted a preliminary report to him, and its results, reported last week to Ms. Mezey, Mr. Mickins, Mr. Sklar, and John Igoe, Program Coordinator for the Yerba Buena Center project, said Mr. Mickins, "seemed quite favorable to the HRC position." The final report is due this week. Chairperson Mezey said that a recent memorandum from Mr. Sklar has stated that the HRC is to continue to:

-- hold all pre-award contract meetings
-- review and approve (prior to signing) contracts for affirmative action compliance
-- monitor and enforce the affirmative action requirements
-- process complaints arising in these contracts.

The management of the Wastewater project would remain, the memorandum said, with the Wastewater Management Program.

Mr. Mickins announced that to the HRC's surprise, it has verified that without its review or approval the Construction Management contract has been signed by the City with De Leuw-Greeley-Hyman, a Joint Venture, for an initial $4.5 million management phase of contracts and subcontracts in the Wastewater project.

The HRC earlier had reviewed this contract (as proposed and forwarded to it by the Wastewater Management Program affirmative action managers, Everett Brandon and Jake Sloan), and detailed the HRC objections and the areas of noncompliance by letter on June 23rd. The HRC learned a day after its letter was written that the contract already had been let. This letter had been attached to the HRC June 23rd minutes.

Wayne Redus, HRC Employment Coordinator, said that monitoring of the De Leuw contract will be considerably compromised by conditions written into the already-signed document. For example, affirmative action goals need not be reached by the contractor until the fifth year of the contract. He said this contract was of great importance in the whole Wastewater project as a kind of "umbrella part of the operation over five years.

Mr. Redus said that the HRC has not met, but has exchanged letters with, the Wastewater Management Program staff about this contract, and its review of their second letter was negated by news that the contract supposedly in question already had been signed.

The HRC, however, did contact its attorney, Judith Teichman, of the City Attorney's Office, and a meeting is set on this matter with the Wastewater Management Program's attorney from the same office.

** Chairperson Mezey asked that Director Mickins convey the HRC's desire to have a statement issued on its legal position regarding the letting of the De Leuw-Greeley-Hyman Joint Venture contract without its approval and review.

Commissioner Fine expressed his personal chargrin that staff had had to expend so much time and effort on this one aspect of its affirmative action work.

Staff Support for Yerba Buena Center

Director Mickins reported nonetheless, that there is some agreement that the Wastewater Management Program will support the HRC's budget requests for staff to monitor contracts in affirmative action. This budget, to cover the Wastewater Project, will be submitted by the HRC soon.

There has been no resistance from the management staff of the Yerba Buena Center project to the HRC's exercising its role in affirmative action. They have indicated, as a matter of fact, that they will voluntarily concur in use of some reasonable amount of the fund allocation to Yerba Buena to hire extra staff for the HRC.

The HRC will ask the Civil Service Commission to set up a procedure to select these additional HRC staff.

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Fisherman's Wharf Restaurants' Lawsuit Challenging the HRC

Alioto's Fish Company and a number of other major restaurants at Fisherman's Wharf on land leased from the Port Commission are continuing their suit challenging the HRC's authority to monitor them for affirmative action compliance and require periodic reporting. Wayne Redus reviewed the status of this suit. A trial date will be set and a judge assigned in Superior Court on August 9th to hear this case.

It was

*** m/s/c that the HRC not include in the Minutes Mr. Redus' full report. This motion was made by Commissioner Yamakawa on the grounds that Mr. Redus was reporting on behalf of the HRC's attorney, whose report on the status of a lawsuit could have permitted the HRC's meeting in executive session.

STANDING COMMITTEES

EMPLOYMENT
Alvin Fine, Chairperson
Carlota del Portillo, Co-Chairperson

Commissioner Fine announced that the Committee continues to devote much of its time to fulfilling the request made by Commissioner Zarour some months ago for study and review of HRC affirmative action policy and specific programs. The Committee has completed its in-house review, and on July 21st will hold the first of three open committee hearings, this one for community organization input. Business and management will be heard on August 8th, and labor on September 1st. The Committee meetings are at 9:30 a.m. in the Library of Cathedral House of Grace Cathedral at California and Jones Streets.

The Retail Department Stores and Affirmative Action - Frank Anderson

This was a detailed review and analysis, with statistical support, compiled by Mr. Anderson and covering the Employment Opportunity Program (a pilot program originated by the HRC with the San Francisco Retailers Community Relations Group).

In December, 1964, the Human Rights Commission was asked to mediate a dispute between the United Freedom Movement (CORE, NAACP and the Baptist Ministers Union) in regard to a memorandum of understanding signed the previous year (December 17, 1963) by both parties and the expressed inability of the Freedom Movement to ascertain under a reporting system how well the program agreed upon had been followed by individual members of the Retailers Group. In the interests of the larger public, the retail stores, and the civil rights movement it was agreed by concerned parties that the HRC would assume the role and function of compliance monitor for the 1963 Memorandum of Agreement and future related matters.

Since the 1960's the retailing industry of San Francisco has been of particular concern to the Human Rights Commission. The many entry-level jobs in retailing provide an excellent opportunity and introduction for minorities, who are minimum and/or non-experienced workers, to the world of work and business, besides providing gainful employment to qualifiable persons.

The Human Rights Commission historically has negotiated with the San Francisco Retailers Community Relations Group, made up of the major downtown department stores, without the benefit of the City's Nondiscrimination Contract Compliance Ordinance (12B) enforcement authority, since these department stores are not City contractors. The SFRCR Group provides ethnic statistics quarterly to the HRC (on a group basis), participates in a limited Christmas Jobs Program for out-of-school youth each year, and last year developed an Employment Opportunity Program for overall employment. Prior to 1976, the HRC staff had tried unsuccessfully for two years to accelerate expansion of employment activities with the development of an affirmative action employment program, including a specific request for employment information in a more meaningful form. Lack of information and a specific year-round program hampered the HRC's ability to deal effectively with the needs of the minority communities in regards to retailing employment, and the upgrading of women.

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Although minority employment participation has doubled in a decade from 13% in 1963 to 27% in 1973, the HRC found that the San Francisco minority citizens were still under-represented in the department store industry.

Women, along with minorities were also under-represented in management positions. The HRC took the position that unless an aggressive affirmative action program were undertaken, it would take years for true equal opportunity to exist in this local industry.

Between 1973 and 1976, the HRC staff and an ad hoc committee of Commissioners had a series of meetings, collectively and individually, with members of the San Francisco Retailers Group to develop an affirmative action employment program. Developing an affirmative action program for this industry was a long and tedious task, with participation not only from the department stores and the HRC's Commissioners and staff, but also meaningful imput from community organizations such as the Baptist Ministers' Conference, Employment Law Center, National Organization for Women, Japanese-American Citizen's League, Arriba Juntos, et al.

In June of 1974, the Retailers' Group's initial proposed affirmative action plan was rejected by the HRC, which asked for resubmission with these specifics: age and sex bonafide occupational qualifications, methodology for recruiting by stores, listing of jobs which fall in each job group, and the practice of upgrading. The HRC requested appendix data that would require each store to look individually at its recruiting and hiring policies.

In an effort to address itself to the previously-cited problems and concerns, the SFRCR Group with HRC counsel designed an employment program (Employment Opportunity Program") to begin to take affirmative action by ...."recognizing that some groups have been disadvantaged in the job market and that we (SFRCRG) agree to take special action to advance the position of such groups. The purpose of the Employment Opportunity Program is to be certain that all employees are treated equally and that acceptable achievements are accomplished as early as possible." The goal of the San Francisco Retailers Community Relations Group is to have a comparable racial breakdown in its employees as exists in the population of the City and County of San Francisco. This shall include the total employment force of the member stores. It will be the policy and practice of the member stores to recruit, hire and promote employees in all job classifications based solely on their individual qualifications and potential without regard to race, creed, color, sexual orientation, national origin, sex, or age or any other non-performance-related factor, except where sex or age is a bonafide occupational qualification.

Department stores participating in this employment program and individually signing the agreement in 1976 were:

Bullock & Jones
City of Paris
The Emporium
Granat Bros.
Gump's
Hastings
Lachman Bros.
Livingston Brothers
Macy's
I. Magnin & Company
Joseph Magnin Company
Maison Mendesolle
Frank More Shoes
Ransohoffs
Redlicks
Roos/Atkins
Sherman Clay & Company
W. & J. Sloane
Sommer & Kaufman
F. W. Woolworth Company

This agreement was a beginning step, hopefully towards some meaningful results. Although the agreement did not contain every thing the HRC would like to have in it, the Commission was hopeful any weaknesses in its form would be strengthened by the results of a significant increase of minorities and women in the workforce at all job levels.

It was agreed that the Employment Opportunity Program and its components would be reviewed and evaluated by the HRC staff one year from its implementation.

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FORMAT

The HRC formally requested in March, 1977, the first-year anniversary of the rogram, that the San Francisco Retailers Community Relations Group submit nformation regarding the progress of the implementation of the Employment pportunity Program. The Group's chairman surveyed each individual member store o ascertain the HRC requested data in regards to both the substantive merits nd the spirit of the program's progress.

EMBERSHIP:

urrent member stores participating in the Program are:

Bullock & Jones
Liberty House
The Emporium
Granat Brothers
Gumps
Macy's
I. Magnin & Company
Livingston Brothers
Joseph Magnin & Company
Maison Mendessolle
Frank More Shoes
Roos/Atkins
Sherman, Clay & Company
W. & J. Sloane
F. W. Woolworth Company

TATUS OF STORES:

A review of those stores originally signing the 1976 agreement and those urrently participating shows changes. Lachman Brothers, City of Paris, Ransohoffs, edlicks and Sommer & Kaufman have closed their San Francisco stores. Sometime n 1976, Hastings informed the SFRCR Group that the store did not want to be ncluded in future mailing (withdrawing its membership from the Group). When asked hy, Hastings had no reason, but did say that they have never had any trouble long these lines. Recently the Group invited Hastings to rejoin. Hastings declined he invitation. Mr. Anderson said that a recent visual survey by himself at Hastings howed a very poor minority representation in the visible staff.

Size of stores by number of employees (but not by sales volume)

LRGE: (301 to 3,000 employees)

Liberty House
The Emporium
Macy's
I. Magnin & Company
Joseph Magnin Company
Roos/Atkins

EDIUM: (51 to 300 employees)

Gumps
Livingston Brothers
Maison Mendesolle
W. & J. Sloane
F. W. Woolworth Company

SALL: (Less than 50 employees)

Bullock & Jones
Granat Brothers
Frank More Shoes
Sherman, Clay & Company

CONDITION OF THE INDUSTRY

According to the Chairman of the SFRCR Group, "the retail industry is doing vry well in San Francisco". Although this Group does not see all figures for all o their member stores, nor for the stores who are not in the Group, the figures t t are seen show a continuing rise in sales volume. In talking with nonmember s res, the Group learned that, on the whole, they are "doing very well". There is e ry reason to believe that this trend will continue.

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Bullocks currently is building a 180,000-square-foot store in Stonestown, and it is rumored that Bullocks is looking also for a downtown location. Saks Fifth Avenue will build a much larger store at the property it owns at Powell and Post Streets. Neiman-Marcus owns the old City of Paris of Paris property at Geary & Stockton Streets and wants to build there. The SFCR Group is constantly receiving inquiries from people who indicate the desire to establish retail outlets in San Francisco.

PROGRAM COMPONENTS

POLICY

The Group informs the HRC that the policy of the Employment Opportunity Program is strictly adhered to by all member stores. The Group emphatically says that all stores are aware of the problem, and all are doing as they said they would when they endorsed the program. The pledge themselves to continue to be aware of their duty.

PROMULGATION

The Group says that all of the stores have promulgated the information to their employees, in most cases in a letter from the president of the store to all employees. The promulgation of this information is a continuing process. Employees are told at hiring time, and notices are on billboards of stores in employee areas. The information according to the Group is available to all employees. Several stores give their employees handbooks containing this information.

PROCEDURE FOR JOB OPENINGS

Although most stores post job openings on bulletin boards in employee areas in stores and are available in the personnel departments, outside promulgation appears to be limited and restricted to a few resources. (See Corrective Action Needed for Problem Areas)

UPGRADING

All stores try to promote from within (existing staff) rather than go outside their own store. The mixture of many stores in the Group gives a wide range of results and problems. One store in the Group stated, "The employees have been here for years: there is no turnover in help so we have not hired anyone." Another store said, "Our minority employment has increased from 30.1% to 33.2% as measured February, 1977." So, whereas one store has done nothing, another store has done a great deal, reports Lloyd Pflueger, Chairman, SFRCR Group.

GOALS

Attached to these minutes is the Visual Inventory Non-Caucasian Employment Composition Report as of April 1, 1977. The percentage figure for minority employment is now 31.35% as compared with the figure of 30.59% for December, 1975. (.76% increase) Minority new hires were 42.04%.

SPECIAL PROGRAM

Christmas Jobs Program 1976

In 1976, the Human Rights Commission requested the continuance of the Christmas Job Program and recommended that the Youth for Service agency coordinate the program. Because of the changeover from the HRC to a community-based organization to handle recruitment, placement and follow-up, the program got a relatively late start. Some stores were having drastic changes in their personnel departments, and they did not have experienced personnel who worked with the program before

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PROGRAM DATA

Number of persons interviewed ----------163
Number of persons offered jobs---------- 82
Number of persons who reported for work---------- 71
Number of persons completed entire commitment---------- 28
Number of persons who have been given permanent employment--------- 0

Interviewing of applicants for the program by store personnel was done at the Youth for Service office. In spite of the difficulties, both YES and SFRCR Group were pleased with the spirit and operative aspects of the program. Mr. Anderson recommended that the program be continued and expanded to make the effort of time and personnel worthwhile.

CORRECTIVE ACTION NEEDED FOR PROBLEM AREAS

.. RECRUITMENT

Announcement of job openings still are not widely or adequately made known to community recruitment agency resources. Recruitment by stores still remains limited and tailored to traditional employment resources. Individual member stores of the Group have not "maintained direct liaison" with the Human Rights Commission, as agreed to under EOP #2. However, it appears from an analysis of available data that outreach recruitment isn't crucial at this time. This may be is part to high unemployment (availability of applicants) and adequate flow of applicants from regular resources.

. UPGRADING

There appears to be a breakthrough in upgrading of incumbent employees in regard to race, sex and some flexibility in policy regarding age. One store promoted five employees to Divisional Management, upgraded six Department Managers to expanded responsibilities, and promoted nine sales people to store management positions.

Although these twenty job upgrades for minorities of both sexes are an affirmative action step forward, continued efforts are needed to make a meaningful impact on the overall Group's workforce of approximately eight thousand employees. The upgrading process is highly competitive because of a large demand for a limited number of management jobs. The selection process is one of both employee application and supervisor recruitment. Selection is determined by several factors among which include demonstrated potential based upon work performance and good work habits. Training is usually done in-house.

UNION CONTRACTS

The Chairman of the Group reported to the HRC that his office did not have store-by-store knowledge of those unions with whom they have contracts. The Group Chairman also reported that, "the most important union is Local 1100 of the Retail Clerks Union. It is safe to say that all stores have some union contracts, and in deal with as many as 13 different unions. With some unions the stores have a memorandum of understanding, rather than a formal contract."

GOAL

Probably the most critical concern of the HRC in regards to this program is its overall effectiveness in altering the previous work-force pattern relative to the disadvantaged classes. From December 1975 (30.59%) to April 1, 1977 (31.35%) the total difference for minority employment has been a slight increase of .76%. The report for "new hires" April 1977 was 42.04% compared to December 1977 --- 37.22%, a 4.82% increase. If the program is to be meaningful, better results must be obtained, especially in view of the continued growth of the minority community which is currently estimated at 47% of the City's population.

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The continued refusal of the Group's members to provide the HRC with individual store data, prevents and circumvents the HRC's ability to efficiently monitor and accurately cite where the specific problems are located and the recommending of solutions for their resolvement.

The limited data that have been provided the HRC for this review raised several key affirmative action questions:

- Why is there a major disparity between the Asian and other ethnic groups?
- Why is their a decline in American Indian employment, a decline almost double since 1973 (40) compared to 23 in 1977?
- Are women and minorities represented in all job titles (see EOP-Appendix)?
- Is there a reason for females dominating the workforce in numbers and yet there being so few at the upper level of management?
- Why are there more Spanish Surname and Asian males employed than their counterparts in other ethnic groups?
- What accounts for a large number of Black females in sales and clerical as opposed to a low number of Black males in the same job categories?
- What accounts for the low participation of other non-Caucasians in general workforce?
- What assistance (programs, cooperation) do the stores desire in order to increase participation and goal obtainment?

LITIGATION

There have been no formal complaints filed with the HRC regarding EOP program violations. However, the Employment Law Center informs the HRC that they have major litigation against the Emporium (Hawkins vs. Carter, Hawley and Hale) in the U.S. District Court, relative to discrimination based on race, national origin and sex.

SUMMARY

It appears that the Group and its members are fully aware of their responsibility and obligation as outlined in the EOP Agreement. The spirit of the program seems to be in effect in regard to an acknowledgement of the principles of affirmative action. Lloyd A. Pflueger, Chairman of the Group has been cooperative, efficient, and responsive in relating to HRC concerns.

The stores' low-keyed, low-profile approach is hampering acceleration and desired results as agreed to in the goals of the program. Failure to adopt updated monitoring devices and open book data-sharing procedures creates and widens the credibility gap. A programatic approach to these previously-cited problem areas is essential if meaningful charge and positive results are to occur. Continuation of the EOP program is recommended, but only with proper alternations, such as cited in this report, for measurable improvements. In addition, the HRC requests that the following technical changes be made in the program:

1. The inclusion of disability as a disadvantaged group in which discrimination will be prohibited. The HRC ordinances were recently amended by the Board of Supervisors to include this prohibition.
2. The ethnic group titles should be changed form "Spanish Surname" to Spanish Origin and "Oriental" to Asian, to be consistent with HRC policy.

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3. All job titles using gender (boy/girl, - man/woman, et al) should be changed, de-sexed to neuter titles.

4. Specific programs should be directed to promoting women to upper management and policy-making levels.

Mr. Lloyd Pflueger, Chairman of the SFRCRG, responded to Mr. Anderson, and commended him and HRC staff in their cooperative work with the Group.

Mr. Pflueger said that most change for widening opportunities for minorities would naturally be reflected in figures for new hires, since many retail employees are long-term, with high seniority. He said that concern about minority participation and the stores' work in this area starts at the very top management. He said also that when an individual store is falling behind in its affirmative action performance, the Group makes it aware of it. None has as yet been threatened with discontinuance of membership, however.

Mr. Pflueger agreed to implement at the next regular meeting of the Group (they meet regularly as an Executive Committee--Macy's, I. Magnin, Maison Mendesolle, The Emporium, and at least four times a year) the HRC requests for including disability, changing ethnic group titles to Spanish Origin and Asian, adopting neuter titles for jobs using gender. As for the request for specific programs for promoting women to upper management, he said that women, who make up 69.10% of the total employees, are presently serving at all levels.

Mr. Pflueger did say that the Christmas Jobs Program for disadvantaged unemployed youth was not as successful as it could be. "Though we don't call it a giveaway program, we liken it to a giveaway program," he said. There will be an earlier start to the program this year.

Commissioner Silva expressed dismay at the small numbers of American Indians (23) reported employed, and was told that very few American Indians must have applied. Mr. Silva was told the American Indian estimated population of the City is less than .5%. It was pointed out that the HRC a number of times provided the Group with minority referral agencies, in order to assist them to recruit persons from many ethnic groups.

Commissioner Morrissey asked a number of questions about the testing policies of member stores. Mr. Pflueger said the only tests are those given by some stores for the operation of office machinery. He was told by Mr. Anderson that the tests are not validated. Most stores, he said, don't have any tests.

Commissioner Morrissey asked if there were objective qualification standards for management positions and was told there were not, save for performance reports by supervisors. He suggested these qualifications be clarified, in order to forestall charges that selection is totally subjective.

Commissioner Fine posed a number of questions he said had arisen among members of the Employment Committee. He asked if there are training programs for advancement in the stores, and suggested that this was the place to begin to set objective criteria. Mr. Pflueger said only large stores could do this.

Commissioner Fine asked if the Group is a real, functioning group, and not just a paper organization. Mr. Pflueger said it met regularly with an Executive Committee (as described above) and was, indeed, a fully-operative group.

Asked how the Group Executive Committee communicates with persons who do hiring, with personnel managers, etc., Mr. Pflueger said each member store receives all information through its designated representative to the Group. Mr. Pflueger assured the Commissioners that the persons making day-by-day decisions about personnel are contacted regularly by the Group.

Asked if there were standards for compliance and sanctions for noncompliance in measuring the effectiveness of the Group in its monitoring of affirmative action programs, Mr. Pflueger said, "I guess the only answer to that is the results as shown in the statistics. As far as the programs, maybe we haven't been doing as good a job

as we could." Commissioner Fine said a major concern at the Committee had been the individual store programs.

Commissioner Fine then asked what specific things could be done immediately to correct problems outlined in the Anderson report. He asked if the HRC could be supplied with copies of the same information, by individual stores, that is required to be filed with the federal government.

Mr. Pflueger said "We have asked our individual stores if they prefer to do that, and their answer is that they prefer not to."

He also responded to single questions on job classifications from Commissioners Maxwell, Lyon, and Grafilo.

In response to Commissioner Yamakawa, Mr. Anderson said none of the stores currently have any contractural arrangements with the City, save for a small contract held by J. Magnin, whose right-of-way parking lot is on City property.

Mr. Anderson pointed out that the HRC has asked for a store-by store breakdown for a number of years and the members of the Group have always refused to provide it.

After discussion about the Equal Employment Opportunity Form EEO-1, required by the federal government showing workforce breakdowns by individual employers, and about the question of confidentiality of this information, it was agreed

*** that the HRC would write formally once again to the Retailers' Community Relations Group askding that affirmative action information be provided on member stores individually, since this information is provided by law to the federal government already.

GAY ADVISORY

Phyllis Lyon, Chairperson

Proposed Resolution Opposing Amendments to HR 6666 Limiting Legal Assistance o Gays - Commissioner Lyon, in the absence of Jo Daly, Gay Staff Representative.

An amendment introduced soon after the Dade County election, in which an rdinance including Gays in nondiscrimination protections was defeated, have passed he House of Representatives which would prohibit the use of any federal funds or the Legal Services Corporation for Gay or homosexual issues. On recommendation f the Committee, it was

*** m/s/c that the HRC oppose the discrimination shown in the amendments to HR 6666, he bill to re-fund the Legal Services Corporation, which prohibits use of any of hese funds for Gay or homosexual issues and urge the Senate to drop this amendment.

Commissioner Morrissey voted No because he had not seen a copy of the bill and id know its provisions.

Gay Advisory Committee Report on the Public Hearings

Commissioner Lyon reviewed briefly the establishment of the Gay Advisory Committee, hich led to the planning of public hearings in order for it to assess the concerns id needs of the Gay community. These hearings, three in number, were held early 1976. Though publication of their findings has been considerably delayed (copies e available by calling Jo Daly at the HRC office, 558-4901). Commissioner Lyon ted that many major problems identified have not yet been solved.

She said that the Gay Advisory Committee could bring some of the problems to e specific attention of the Police Liaison Committee.

Commissioner Silva urged that there be "clarification" of feelings in the Latino mmunity vis-à-vis the Gay community, and Commissioner Lyon said that there currently s being organized a Gay-Latino meeting to deal with any current or potential problems.

YOUTH & EDUCATION
Sister Bernadette Giles, Chairperson
David Yamakawa, Co-Chairperson

- HRC Alcoholism Peer Counseling Project Final Report

This report, based on a report prepared by Jamie Williams, project supervisor for the past year, was distributed to the Commissioners. Commissioner Yamakawa said that the members of the Committee had regretted that this project was not refunded, and that they were informally seeking an organization working in the field of alcoholism that might continue it.

The report:

"The San Francisco Human Rights Commission's Alcoholism Prevention Among Adolescents Through Peer Counseling staff worked continuously this past year to develop innovative materials and methods to reach youth with information on alcoholism that would, hopefully, cause them to revaluate their feelings towards alcoholics and alcoholism. The materials and methods used were the bi-monthly Bad Newsletter, Voices of Youth radio programs, classroom presentations, and values clarification games. This year the staff changed its approach in reporting information on alcoholism in the Newsletter and on the radio programs by placing more emphasis on feelings and values towards the alcoholic and alcoholism. The best example of this can be seen in the lead story in the Bad Newsletter. It indicates that, although a person may be well educated on facts concerning alcoholism, the society stereotypes still prevail in one's mind which cause a person to hate or at least, not to respect the alcoholic.

"This year the Newsletters were printed, and each of the health aides reported that circulation increased on campus after being printed.

"Salvadora Aviles, health aide from Notre Dame High School found the demand for Newsletters so great that she, along with her instructors, constructed an on-campus alcoholism information and referral board where students and instructors could pick up the Newsletter. The information and referral board also served as a tool which allowed Ms. Aviles to reach those youth she might not have been able to reach through classroom presentations. The information and referral board provided youth with pamphlets giving facts about alcoholism and pamphlets indicating where youth could go to receive help from alcoholism counseling agencies if alcohol was a problem in their lives.

"During the last month and final year of the program, the staff has focused its attention on alternative schools. It was the staff's general belief that the youth in alternative schools very seldom are reached with information on alcoholism. The alternative schools that were unable to schedule presentations were given Newsletters for their students. Hopefully, the limited information the youth in alternative schools received helped them revaluate their feelings towards alcoholism.

"Although the program ended with the close of the fiscal year the Peer Counseling staff hoped that San Francisco Youth will not forget that the battle against the spread of alcoholism is not only for adults, but that they will realize, that since alcoholism affect the lives of youth, it is also a fight for youth. The Human Rights Commission's Alcoholism Project was an initial program in the City indicating that alcoholism was a problem for youth too, by utilizing youth as counselors to spread information on alcoholism to their peers. Hopefully, the end of the program will not hinder youth involvement in combating alcoholism.

Request Regarding the Board of Education Consideration of the Suspensions Final Report.

The Committee recommended that the HRC suggest that the Board of Education and the Superintendent calendar SFUSD Task Force on Suspensions Final Report and the use of corporal punishment in the schools at the same time that Resolution No. 76-Q2813 is discussed by the Goal, Rules, and Legislation Committee.

It was

*** m/s/c that this be done.

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Commissioner Silva asked that his abstention from this vote be recorded.

NEW MATTERS

- Special Resolution Request by the International Hotel Tenants Association.

David Prowler of the HRC staff,who has been acting as liaison to the IHTA, said that the status of the hotel, and the stay of the eviction order, is so fluid and subject to daily change that the Housing and Urban Development Committee did not have a chance to discuss it before today's HRC meeting. He said that the HRC was not being asked to endorse a special purchase plan, but what he called a policy decision, the development of a plan by which the City could buy the hotel.

Mr. Prowler introduced Emil De Guzman, chairman of the International Hotel Tenants Association, who reviewed the present status of the legal appeals by the IHTA, saying that their appeal of the eviction order (after the stay expires in August or is lifted) is in doubt. He said that the hotel issue was a part of the whole housing crisis in the City, and said eviction and demolishment would be a major tragedy. He said that the Mayor's Office recently had rejected the latest purchase plan proposed by the IHTA.

Chairperson Mezey read in full the HRC's Resolution on the International Hotel adopted on January 13, 1977. It read:

"The San Francisco Human Rights Commission continues its support of the International Hotel Tenants Association. The Commission urges the Housing Authority, the Office of the Mayor, the Sheriff's Office, the Board of Supervisors and all San Franciscans to join in the effort to prevent eviction of the tenants of the Hotel and to maintain the International Hotel as a housing resource for low-income elderly tenants.

The San Francisco Human Rights Commission recognizes the volatility, possible violence and tragedy of an eviction action at the International Hotel. We commend Sheriff Richard Hongisto and Undersheriff James Denman for their efforts towards preventing this tragedy, and oppose any efforts toward their removal as Sheriff and Undersheriff of San Francisco."

She asked Mr. De Guzman why in the face of this Resolution another was being sought from the HRC.

Mr. De Guzman said the IHTA was asking endorsement of the development of purchase plan, but not of a specific plan which the IHTA sees as the only alternative, at this point, to preventing an eviction.

Chairperson Mezey asked what had been the experience of the IHTA in offering its present plan and working with the Office of the Mayor, the Sheriff's Office, and the Board of Supervisors. She asked if they had not dealt with the IHTA. Mr. De Guzman said that after a meeting last week with the Mayor on this most recent purchase plan, he had sought an opinion from the City Attorney, and had announced July 13th that based on this opinion, the Mayor, rejected it.

Commissioner Maxwell urged Mr. De Guzman and the IHTA to deal directly with the Board of Supervisors on this issue. Mr. De Guzman said that they had not officially approached the Board of Supervisors, only the Mayor's Office and the Housing Authority, and conceded that the latter two offices have met regularly with the IHTA. Mr. De Guzman was pressed by several Commissioners on the point to concede the IHTA had had cooperation from these offices.

After some changes in the proposed Resolution(presented at this meeting when the New Matters discussion on the request began), it was

** m/s/c that the HRC adopt a Resolution on the International Hotel. A full copy is attached to these Minutes.

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CALENDAR MATTERS

The next regular meeting of the HRC, the only one in August, will be Thursday, August 11th, at 9:15 a.m., in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, July 21, 1977 - 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco
Youth & Education	Thursday, August 4, 1977 - 3:30 p.m. Cathedral House Library - Grace Cathedral
Social Programs	Wednesday, July 27, 1977 - 10 a.m. HRC Office, Room 509 1095 Market Street - San Francisco
Gay Advisory	Tuesday, August 9, 1977 - 12 Noon HRC Office, Room 509 1095 Market Street - San Francisco
Housing & Urban Development	Wednesday, July 20, 1977 - 1 p.m. HRC Office, Room 509 1095 Market Street - San Francisco

O REMARKS FROM THE AUDIENCE

djournment

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GM:JC:pa

ttachments: Memo to All Commissioners re Budget Constraints 77-8 Fiscal Year
Visual Inventory Non-Caucasian Employment Composition
HRC's Resolution on the International Hotel

July 12, 1977

o All Commissioners

rm: Grant S. Mickins

E Budget Constraints 77-8 Fiscal Year

In May, the Board of Supervisors voted a final budget for HRC. No new permanent positions were allowed, although we are still operating with one clerical person less than in 1964. Here is a brief comparison of this new budget with last years:

	1976-7	1977-8
Permanent Salaries:	212,618	220,303[1]
Commissioners Fees:	4,000	5,400[2]
Overtime:	425	450
Travel-local	0	200
Travel-Routine	40	20
Repair of Equipment	400	500[3]
Telephone	6,000	6,000
Postage:	7,300	6,500[4]
Subscriptions:	300	350
Other services: Court reporter and bookbinding, etc.	650	1,350[5]
Reproduction:	1,300	1,000
Use of employees cars:	900	950
Office supplies, Stationary:	4,000	4,200
Equipment:	420	1,389[6]
Membership dues	0	200
Office Rental:	19,800	22,770
Fringe Benefits, Retirement, Social Security, Health Services:	53,703	56,873
Other departmental Services:		
Data Processing	18,319	4,564[7]
Real Estate	50	450
	330,175	333,478[8]

Comments:

1. The 220,303 for permanent salaries is actually 6,836 less than we require to meet payrolls. The Board of Supervisors has deducted an amount from our allocation (in this case, about 3%, which we are expected to "save" through any means at

our disposal, e.g. not rehiring if a vacancy occurs.

2. We have been allocated $1,450 in additional Commissioner's fees, in anticipation of more hearings this fiscal year, at which commissioners will be in attendance.

3. Although we documented a need for $800 - 1000 in equipment repair, the Board granted only $500, a slight increase over this years.

4. On postage budget has been reduced by $800, in spite of high costs which keep rising, because we were able to save postage monies in 1975-6 by using grant funds, we have been penalized for this economy by having our current year level reduced.

5. A $700 increase was allowed for court reporter and transcription services in anticipation of several hearing proceeding which will require recordation.

6 Equipment this year to be replaced will be Gestetner mimeograph machine and one electric typewriter.

7 Data processing - The sharp reduction here is due to the shifting from HRC to the Civil Service Commission of the cost of producing the Annual Civil Service Workforce Ethnic Survey; these costs now appear in the Civil Service Commission Budget.

8 Comparison of total

1977 - 78 Budget		333,478
1976 - 77		-330,175
Net Increase	$	3,303
Les than 1%		

:S:
Tnf

STORE NAME All

GROUP	
	17.68%
LING	82.32%
	16.38%
TE AND	
TICAL	83.62%
	41.68%
RANDISE	
LING	58.32%
	56.36%
ELLANEOUS	
SELLING	43.64%
	42.48%
EVISION	
	57.52%
	30.90%
	69.10%
ND TOTALS	

VISUAL INVENTORY
NON-CAUCASIAN EMPLOYMENT COMPOSITION

STORE NAME All Stores DATE: April 1, 1977

JOB GROUP			TOTAL ALL EMPLOYEES	BLACK	SPANISH SUR NAME	AMERICAN INDIAN	ORIENTAL	OTHER NON CAUCASIAN
SELLING	17.68%	M	437	32	33	1	39	2
	82.32%	F	2,035	180	122	5	298	15
OFFICE AND CLERICAL	16.38%	M	286	12	27	0	60	0
	83.62%	F	1,460	124	127	6	319	13
MERCHANDISE HANDLING	41.68%	M	561	57	75	6	89	9
	58.32%	F	785	74	105	4	110	3
MISCELLANEOUS NON-SELLING	56.36%	M	505	46	72	1	60	7
	43.64%	F	391	35	57	0	71	4
SUPERVISION	42.48%	M	760	26	26	0	40	3
	57.52%	F	1,029	40	23	0	53	2
TOTAL	30.90%	M	2,549	173	233	8	288	21
	69.10%	F	5,700	526	434	15	851	37
GRAND TOTALS			8,249	699	667	23	1,139	58

31.35% of total is Non-Caucasian
8.47% of total is Black
8.09% of total is Spanish Surname
.29% of total is American Indian
13.81% of total is other Non-Caucasian

HUMAN RIGHTS COMMISSION

RESOLUTION ON THE INTERNATIONAL HOTEL

The Human Rights Commission continues its support of the International Hotel Tenants Association. We recognize that the Mayor and the Housing Authority also have worked with the International Hotel Tenants Association in seeking to find an answer to its problems.

Throughout the nine-year struggle to save the hotel as a low-income housing resource in Chinatown-Manilatown, the Human Rights Commission has been involved in innumerable attempts to prevent eviction of the hotel's elderly tenants. To this end, the HRC has supported the Mayor's eminent domain plan, which called for the City to buy the hotel for resale to the International Hotel Tenants Association. This plan has run into serious problems: the Superior Court has ruled the plan unconstitutional and suitable private financing has not been found.

Therefore, the San Francisco Human Rights Commission urges the Mayor, the Housing Authority, and the Board of Supervisors to cooperate with the International Hotel Tenants Association in developing some plan that will preserve the International Hotel for low-income housing.

****

Resolution 5-77

Adopted by HRC 7/14/77

jf

HUMAN RIGHTS COMMISSION

OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of August 11, 1977

****
* NEXT MEETING: Thursday *
* September 8, 1977 *
* 9:15 A.M. *
* *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* *
****

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: David Yamakawa (presiding because of delayed arrival of Chairperson Mezey), Vernon Alley, Carlota del Portillo, Rabbi Alvin I. Fine, Sylvester Herring, Phyllis Lyon, Enola Maxwell, Caryl Mezey, Donna Solomon, Nadim Zarour.

Excused: Sister Mary Bernadette Giles, Antonio Grafilo, John Morrissey, Dan Silva, Lillian Sing.

**** This was the first meeting for Commissioner Solomon, recently appointed by Mayor Moscone. She made a brief statement responding to the formal welcome by Vice-Chairperson Yamakawa.

Staff

Present: Grant S. Mickins, Jack Casford, Jo Daly, Luis Escobar, Don Hesse, Joe Meza, Gail Roberts, David Treanor.

Pledge of Allegiance cancelled because of the absence of a flag in the Commission Room.

- Minutes of the Meeting of July 14, 1977 approved.

CORRESPONDENCE

- From U. S. Representative Augustus F. Hawkins, Chairman, Committee on Education and Labor, Subcommittee on Employment Opportunities, informing that the subcommittee would report H.R. 5055 (legislation to prohibit discrimination based on pregnancy, which the HRC had endorsed) out of committee in late July.

- From Juanita del Carlo, Director, Mission Hiring Hall, naming Pausy Nuñez as the Mission Hiring Hall representative on the HRC's Employment Committee. The Director was asked to write a formal letter of appointment of Ms. Nuñez to the Employment Committee.

- From Charlotte McMinn, President, San Francisco Association for Gifted Children, suggesting that the HRC in the future solicit data on Programs for the Gifted on an individual school basis for purposes of comparisons. Ms. McMinn said that the Gifted Program now consists of more than 50% minority students, the highest percentage in California.

- From Victor C. Thuesen, Labor Studies, San Francisco Community College District, enclosing copies of announcements for the fall semester.

- From Roger Boas, Chief Administrative Officer of the City, listing in full the recommendations made (and adopted by him) by the Affirmative Action Oversight Committee to review overall policy on Affirmative Action with departments and projects under the COA jurisdiction. See Director's

Remarks portion of these Minutes below.

- From David Jenkins, David Jenkins and Associates, announcing postponement of the "Jobs and Environment" Conference set for July 29th and 30th, and re-scheduled for Wednesday, October 5th at the headquarters of the Department Store Employees Union, 1345 Mission Street, beginning at 10 a.m.

- From Ernest G. Green, Assistant Secretary for Employment and Training, U. S. Department of Labor, responding to the HRC's letter urging establishment of goals and timetables for women in apprenticeship by reporting the HRC letter had been furnished to the Federal Committee on Apprenticeship, and that Secretary Marshall has charged the committee with providing him with views on developing an acceptable solution to the issue of the issue of affirmative action for women.

- From The Rev. Dr. A. C. Ubalde, Jr., Commissioner, the Housing Authority of the City, acknowledging the HRC's letter of July 18th forwarding its resolution on the International Hotel.

- From Robert B. McKersie, Dean, New York State School of Industrial and Labor Relations, Cornell University, inviting the Director to participate in the Nineteenth Annual Wilhelm Weinberg Labor-Management-Public Interest Seminar at Cornell November 13-17, 1977.

- From Atea Koon, Project Director, Wu Yee Lok Yuen Child Care Resource and Referral Center, informing Commissioner Giles that she is no longer director of Youth Services and Coordinating Center, and suggesting contacting the new director, Susan Jang, to designate a representative to sit on the Youth & Education Committee.

- From Gilbert H. Boreman, Clerk of the Board of Supervisors, a copy of a memorandum sent to all heads of departments or agencies on Conflict of Interest Codes, asking that they be submitted, and naming legal advisors from the City Attorney's Office. Director Mickins noted that the HRC had submitted a Code a year ago, but that this request is for encompassing revisions now required. The Administrative Committee will work with the designated legal advisor from the City Attorney's Office.

- From Frederick E. Jordan, P. E., President, National Council of Minority Engineers, complimenting Commissioner Fine, chairperson of the HRC Employment Committee, for the HRC's Affirmative Action policy, and acknowledging an invitation to participate in the Committee's hearings on the HRC policy.

- From Zuretti L. Goosby, President, Board of Education, thanking Gail Roberts, HRC staff, for her services as a member of the Affirmative Action Review Committee during the 1976-1977 school year, and asking her to continue membership to June 30, 1978. See under Director's Remarks.

- From Robert F. Alioto, Superintendent of Schools, San Francisco Unified School District, naming Ms. Ligaya Avenida, Special Assistant to the Superintendent, and Mr. Junius Camp, Supervisor, Community Relations, to serve as the School District representatives to the Youth & Education Committee of the HRC for the coming year.

- From Gary D. Macomber, Executive Officer, State Community Release Board, informing of the Criteria for parole setting and that the HRC's letter concerning Thomas W. Stevens and Terry D. Phillips (members of the White Panther Party serving prison terms) would be retained in their central file for review prior to any further Community Release Board action.

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DIRECTOR'S REMARKS

- Chief Administrative Officer Roger Boas' Letter Regarding Affirmative Action and the HRC Role in the Wastewater Management Project.

Mr. Mickins read this letter in full. It was addressed to the Mayor and the Board of Supervisors. There has been much discussion, reported in the HRC's Minutes, relating to meetings of the HRC with the Wastewater Management staff concerning the HRC's mandated responsibilities in affirmative action with City contractors.

The nine recommendations Mr. Boas reported were the following:

"1. Roles - The Human Rights Commission should have the role of monitor. The project departments, namely, Wastewater Management and YBC, should have the role of management. Ultimate responsibility for Affirmative Action would be with the monitoring arm - namely, the Human Rights Commission.

"2. In order to do an acceptable monitoring job, the staff of the Human Rights Commission should be increased. The Oversight Committee suggests that funds for this staff increase come from Wastewater Management and YBC funds. I am prepared to make this funding if it meets with the approval of the Board. If the Board feels that such funding would violate existing Board policy, then I would not so fund.

"3. The YBC project should employ one full-time Affirmative Action person immediately.

"4. The Wastewater Management project should employ additional Affirmative Action staffers as needed.

"5. The hiring of additional staff persons should be done by using an open, competitive process with maximum input from minority employment organizations. All staffers should be San Francisco residents.

"6. The San Francisco Coalition, which is under contract to the Redevelopment Agency, should be used for the purpose of finding personnel to work on the YBC construction.

"7. The Human Rights Commission should undertake audits of Wastewater and YBC contracts to make sure that agreed-upon Affirmative Action policy is actually being carried out. Funds for this purpose should be provided from Wastewater Management and YBC.

"8. The goal should be that minority entrepreneurship and work force percentages should reflect the minority composition of the San Francisco population. Preference should be given to minority workers and entrepreneurs from San Francisco.

"9. The Oversight Committee feels that the salary of the director of the Human Rights Commission should be raised: it should reflect his high level of responsibility. I have no jurisdiction in this matter. However, should the Human Rights Commission make such a proposal for a salary increase to your Honorable Board, I will most respectfully recommend that such an increase be granted."

"In conclusion, the Affirmative Action Oversight Committee, which I established, has made a series of recommendations, which I intend to follow. One of their recommendations was to increase the staff of the Human Rights Commission by using funds from Wastewater Management and YBC. I would like to follow this recommendation, but will not do so without first receiving Board approval for this action."

Commissioner del Portillo voiced her concerns about the recommendations as worded, namely: (1) if the Oversight Committee would continue and what relationship it would have, if any and (2) if any steps had been taken the recommendations towards increasing the HRC affirmative action staff.

She asked for a stating of the HRC reaction to a position on the recommendations.

Director Mickins replied that the Oversight Committee apparently has been intended as an ad hoc groupto make these recommendations with no further role or activity. He said the HRC, while maintaining that it had the mandate to handle affirmative action, (bid review, contract review and approval, monitoring, etc.), had never seen itself as having a role in the economic development aspect of the Wastewater Management project. The HRC has prepared a personnel and operation budget to cover the HRC's expected work on the Wastewater and Yerba Buena projects.

Commissioner Fine asked if there were any need for the Board of Supervisors to OK the Boas recommendations, and asked to be assured (and was, by Director Mickins) that the HRC would have pre-award authority on reviewing contracts. He also stressed his feelings that the HRC should take action on the Boas letter and its recommendations, especially those that appear to be ambiguous with respect to staff, the HRC role, the Director's salary increase, etc.

Director Mickins said that the Board of Supervisors has twice postponed discussion or action on a resolution to support the Boas recommendations, and that President Kopp of the Board re-referred it on August 8th to the Community Services Committee. A representative of the Chief Administrative Officer has told Mr. Mickins the Committee is to be asked to hold a special meeting this month to deal with the resolution of support.

*****It was agreed, on recommendation of Commissioner Fine, that the HRC's Director, Chairperson, and Administrative Committee draft a statement on the HRC's position on all matters concerned in the recommendations to be presented to the Community Services Committee of the Board of Supervisors.

Commissioner del Portillo urged that the Boas letter be reviewed with the same approach as would be made in reviewing a contract for those aspects that would be legally binding.

- HRC Membership in the School District Affirmative Action Review Committee.

Commissioner del Portillo asked if employment matters of the SFUSD should not be handled in the Employment Committee, especially those involving affirmative action.

Ms. Roberts reported that she had been asked by the HRC Director to serve on the District's Affirmative Action Review Committee, the only specific organization representative on it.

Commissioner del Portillo asked that because of some areas of her particular concern with the SFUSD regarding employment she would like that information referred to the Employment Committee.

Ms. Roberts said her regular report to the Youth & Education Committee could also be made to Employment.

It was pointed out that the School District is not subject to the HRC's 12B Nondiscrimination Ordinance covering City contractors.

**** Commissioner Fine asked Ms. Roberts to prepare a document clarifying for the Employment Committee the special kind of relationship with the Youth & Education Committee involving employment matters and especially the matters involving the SFUSD.

- Status of Lawsuit by Alioto and other Fisherman's Wharf Restaurants Challenging the HRC's Affirmative Jurisdiction.

Three days of testimony have been offered in Superior Court before Judge

Charles Peery in this suit asking a writ of mandamus and injunction to prevent the HRC from soliciting further workforce data from these Port Authority lease-holders under Chapter 12B of the Administrative Code. Briefs are to be submitted by both sides in the suit within three weeks.

Judge Peery is to rule on two issues:

1. Does the state Fair Employment Practices Commission pre-empt this affirmative action jurisdiction?

2. Does 12B apply to the Fisherman's Wharf restaurants in light of the fact that some of their individual leases pre-date the specific amendment to Chapter 12B that leases are covered.

Judith Teichman, the HRC's attorney (from the City Attorney's Office), will make a more detailed report to the HRC at a later date.

- Community Dispute Training Program

The American Arbitration Association Community Dispute Settlement Center conducted a 30-hour training program during the first week of August for all HRC staff. The areas covered included arbitration, negotiation, dispute-handling, and other aspects of its professional work. It was a comprehensive training session designed to meet the need of all HRC programs.

STANDING COMMITTEES

SOCIAL PROGRAMS
Sylvester Herring, Chairperson
Dan Silva, Co-Chairperson

- Recommended Endorsement of AB 803 (introduced by Assemblyman Willie Brown) - Pat Schultz, member of Assemblyman Brown's Office.

Basically, AB 803 bans discrimination in state-funded programs, and would require state agencies to take action themselves (through their civil rights officers) in initiating investigations, making findings, and bringing charges of discrimination. Ms. Schultz told the HRC that the impetus for writing the bill was from various state department civil rights officers. At present an individual has to bring charges him/herself by filing with the Fair Employment Practices Commission or Equal Employment Opportunity Commission.

**** It was m/s/c that the HRC endorse AB 803.

- Recommended Endorsement of AB 857.

Assemblyman Art Agnos has introduced this measure, which seeks to protect language minorities from discriminatory practices of insurance companies, which either charge higher rates to non-English-speaking persons, or refuse to accept their applications for insurance coverage. This bill would add the category "language" to race, color, religion, national origin, or ancestry to the nondiscriminatory categories already part of the Insurance Code. This has passed the Assembly.

**** It was m/s/c that the HRC endorse AB 857.

- Recommended Endorsement of AB 1417.

AB 1417, also introduced by Assemblyman Agnos, provides, for the first time, state funding for voter registration drives in language minority communities. The bill requires that county registrars will make every possible effort to reach and register the limited and non-English-speaking people. It

would be in line with previous policy of the HRC favoring increased voter-registration and the facilitating of voting by limited or non-English-speaking persons.

**** It was m/s/c that the HRC endorse AB 1417

- Recommended Endorsement of SB 170.

SB 170, The Information Practices Act of 1977 (Roberti/Carpenter) is a bipartisan effort on the right of privacy on the state level. It is the third attempt to respond to a ballot measure passed in 1972. It is modeled on the Federal Privacy Act of 1974 to extend to Californians the same protection against state governmental intrusion into their private lives that they have from the federal government. It grants the right of access to a citizen for most state government files or records about them; it gives the citizen the right to amend or eliminate irrelevant or inaccurate information; it regulates disclosure by the state government of information once the government properly gets the information; it provides appropriate remedies for violation of the law. Governor Brown's veto in two previous years has been on cost grounds. The present SB 170 contains a number of concessions to the Governor, including the exemption of local law-enforcement agencies and certain investigative records, the elimination of an enforcement commission (this was Brown's fiscal objection), and a reduction in the criminal penalties for noncompliance by state employees. This bill has widespread support editorially throughout the state.

With the expression by individual Commissioners of their dismay that concessions to the Governor's objections had included enforcement means, it was

**** m/s/c that the HRC endorse SB 170.

YOUTH AND EDUCATION

Sister Bernadette Giles, Chairperson
David Yamakawa, Co-Chairperson

- Request for Endorsement of AB 530 (Hart) re: Student Discipline.

Copies of this bill were distributed in advance (as were the bills passed on recommendation of the Social Programs Committee, above). This bill is similar to a bill endorsed last year by the HRC, but which was not passed.

AB 530 would enumerate specific offenses which would be the exclusive causes for suspending or expelling a pupil, and would require that suspensions be proceded by a conference.

**** It was m/s/c that the HRC endorse AB 530.

- Request for Public Discussion of the SFUSD Task Force on Suspensions Report.

- Gail Roberts reviewed the establishment, by the SFUSD, of a Task Force on Suspensions. This was done, and the Task Force included administrators, community representative , students, a representatives of the HRC, the Parent-Teachers Association, etc. The report of this Task Force includes a number of proposals. It has been submitted to the Superintendent and Board of Education, but there has been no public discussion of its contents, which include substantial changes in present procedure, by providing a very careful review process, with a school being required to document that all other alternatives had been tried before a suspension took place.

The HRC already has written to the Board asking that it hold up any action on the Task Force on Suspensions Report until there has been public discussion, it was pointed out. Ms. Roberts said this letter had, in fact, helped prevent the Board from acting (in late June) on a totally new policy matter. The HRC feels that the 9 a.m. meeting time of the Board committee considering the Suspensions Report is not conducive to attracting wide public participation.

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It was

****m/s/c that the HRC support the recommendation that the HRC urge the School District formally to hold public discussion on the Task Force on Suspensions Report either before the full Board or a Committee of the Whole in order to provide the greatest opportunity for full public participation.

- Request that Policy on Students Discipline Include a Ban on Corporal Punishment.

Commissioners were informed about a proposed Policy on Student Discipline, a document that is a recommendation by the attorney to the Unified School District which has not yet been adopted by the Board. The Committee's concern is that the document does not mention corporal punishment.

It was pointed out that the Students Rights and Responsibilities Manual (in the writing and adoption of which the HRC had a major role) does include a ban on corporal punishment. It is felt, according to Gail Roberts, that the recommended document by the District's attorney would have the effect, if adopted, of removing the corporal punishment ban by taking the place of all previous policies.

Commissioner Fine said he would be in favor of the HRC's comparing the two documents (the Rights and Responsibilities Manual and the recommended Policy on Student Discipline) from more than just the aspect of a ban on corporal punishment.

After a discussion that arose over the questions of student discipline, punishment, role of parents and students vis-à-vis administrators and faculty, student-teacher relations, teacher aides, parent advocates, etc., it was

**** m/s/c that the HRC request that the proposed Policy on Student Discipline include a ban on corporal punishment and other provisions of the Students Rights and Responsibilities Manual which the HRC is reviewing, and that the Board of Education not take action on these inclusions until the HRC had had an opportunity to discuss its concerns with the SFUSD at length.

Commissioner Fine said that he felt that the time has come for a thorough review of the Students Rights and Responsibilities Manual against the background of the need to develop some new programs, on-site and within the SFUSD itself, in student-teacher relations.

Commissioner Yamakawa suggested that the HRC ask the City Attorney's Office to help review the recommended Policy on Student Discipline and the Students Rights and Responsibilities Manual to identify which provisions are mandated by the new Education Code, and which are mandated as a result of new case law.

HOUSING AND URBAN DEVELOPMENT

Enola Maxwell, Chairperson
Antonio Grafilo, Co-Chairperson

- Report on Status of Hasting Law School Expansion Plan (the block bordered by Golden Gate, McAllister Street, Larkin, and Hyde) and Effect on Low-Income Housing. - Don Hesse, HRC Housing Representative.

Mr. Hesse has been working with a coalition which formed after plans were announced recently by Hasting Law School for demolition of all buildings in the above block in order to expand its campus. The original plans had been to begin demolishment by July 30th. Those plans also had included relocation of the tenants of hotels marked for demolishment to "comparable housing." Mr. Hesse said some of the relocation hotels suggested had been located at Sixth and Mission Streets or parts of the inner Tenderloin where the environment was by no means comparable.

The HRC on April 14th passed a resolution asking Hastings to redesign its

plans to avoid residential demolition, but if such demolition were necessary to replace any housing units on a one-for-one basis, and to take into consideration the fact that the Social Security building presently located within the area is providing many needs for the elderly and others. The community housing coalition consisted of representatives of the American Jewish Committee, the Youth Women's Christian Association, the Neighborhood Legal Assistance Foundation, Glide Memorial Church, Seminar Center, etc. Mr. Hesse represented the HRC. Meetings have been held on a regular basis with Hastings and subcommittees were assigned to special problem areas, to draft written responses to Hastings' written proposals.

The basic issues included:

1. Replacement of 240 housing units to be demolished, 80 on Golden Gate Avenue in two hotels and 160 on McAllister, on a one-to-one basis.

2. Benefits for those forced to move from the block in question.

3. Hastings' responsibilities as landlord owning the buildings in question.

The present situation, said Mr. Hesse, is that Hastings is rehabilitating 16 units on McAllister, putting them on the market and making them available first to present occupants of the two buildings on Golden Gate Avenue. Rents, now between $65 and $70 a month, will not increase. It was found that a significant proportion of the tenants in these buildings had been there more than five years; some had lived there 10 years; one had lived there 30 years. Thus, contrary to popular belief, these were not transient housing units. Most of the tenants are retired persons or working people living on small incomes.

- The following things have been agreed to:

- Hastings has agreed to spend $110,000 to rehabilitate 80 units in the Madonna Hotel on McAllister Street for low-income housing for the elderly, to be made available first to persons who presently live on that block, at no increase in present rent levels.

- Hastings will not demolish the Golden Gate Avenue hotels for at least one year. Demolishment of the McAllister Street buildings appears to be several years away.

- Hastings has been talking about forming a partnership with Presbyterian Homes, Inc., for building low-income housing units in the Tenderloin sometime in the future.

Now in the process of discussion are:

- Working out the status of the hotels after people are moved out; whether they will be turned into office buildings or re-converted to housing.

- What the Hastings rental policy will be as a landlord; who becomes eligible for the housing they own or may build in addition, etc.

- What financial obligations Hastings now has for persons who are to be displaced, but who choose to move elsewhere. This entails rent subsidies for persons whose rents would increase substantially in finding cmmparable housing.

- Hastings' obligation to trace all persons who have already been displaced by its actions. Hastings does not deny its responsibility in this area.

The block will be 20 units short no matter what is done in the way of rehabilitating present units in the block, and these units must be found under the one-for-one policy.

Mr. Hesse said that Hastings had been cooperative in dealing with the concerns of the community coalition he has been a part of.

- Commissioner Mezey asked that the HRC join her in commending Mr. Hesse on his exemplary work on this issue.

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- Commissioner Maxwell said she was gratified to see the Housing Committee working on long-range plans in housing, rather than responding to crises.

- Commissioner Mezey reported that she had been an observer of the eviction proceedings at the International Hotel on the personal invitation of the Mayor. She said that she observed (from the Police command post on the Kearny Street Bridge) a good bit of conscious restraint on the part of the Police and Sheriff's Department in carrying out the eviction procedures. She saw "solicitous" medical attention being provided by the Police personnel to one person with minor injuries.

Commissioner Maxwell was referred to David Prowler, of the HRC staff, on her inquiry about the relocation housing offered by the City to the displaced tenants of the International Hotel. This is on the agenda for the next Housing and Urban Development Committee meeting.

Commissioner Fine commented that, "It was a sad enough incident in itself, but if out of it does not emerge some greater commitment on the part of the Board of Supervisors and the Mayor and the City of San Francisco in solving the the really critical lack of low-cost housing, then it will be a major tragedy, a loss without any gain."

POLICE LIAISON
John Morrissey, Chairperson
Nadim Zarour, Co-Chairperson

- Committee Report - Requested Enforcement of Resolution Supporting a Scheduled Public Hearing by the Public Commission on Guidelines for Hot Pursuit.

Commissioner Zarour said that this proposed Resolution was in response to a request of the White Panther Party.

Ron Landberg of the White Panther Party asked to address the HRC. Mr. Landberg referred to the proposed Resolution, and asked that the HRC adopt it with an additional statement. He then read a formal statement outlining the White Panther Party position on police search and entry. He said what was at issue was Fourth Amendment rights. He said that, "hot pursuit entries without a warrant of private premises must be limited to chasing suspects in violent crimes." He said the Party was asking that the HRC add to the proposed Resolution an endorsement of a restriction of hot pursuit entries without warrants to chasing suspects in violent crimes only.

Mr. Zarour then read the proposed Resolution in full as it came from the Police Liaison Committee without the additional endorsement suggested by the White Panther Party.

Commissioner del Portillo said that she felt the HRC should see any additional to the proposed Resolution in full and have time to study it before acting on it.

Commissioner Maxwell stated that she felt that representative of the HRC should be present at the Police Commission meeting of August 17th when the guidelines on hot pursuit are discussed to state its position, which is a concern for the protection of the human rights of all citizens.

**** It was m/s/c that this be done.

Commissioner Yamakawa informed Mr. Landberg that the HRC has not been given time to discuss or consider the additional statement he sought to have added to the proposed Resolution.

Director Mickins said that the Committee did have discussion of some guidelines on warrantless arrests, but that at this time it should wait for what comes out of the Police Commission meeting before taking any position other than the proposed Resolution in its present form.

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It was

**** m/s/c that the HRC adopt the Resolution Supporting the Public Hearing on Guidelines for Hot Pursuit Scheduled by the Police Commission. The full text is attached to these Minutes.

- Commissioner Fine announced that the Employment Committee is holding the last of three hearings on its review of the HRC Affirmative Action Policy and Program (in response to a letter from Commissioner Zarour) at its next meeting, Thursday, September 1st. Community groups and business representatives have been heard, and this third meeting will be for the input of labor. The Committee hopes to have a final statement of its findings in late September or early October for presentation to the HRC.

GAY ADVISORY
Phyllis Lyon, Chairperson

- Fire Safety Pamphlet

Copies of this material, called "Fire Safety is Good Business," are being distributed to all Gay bars and businesses in the City. It was prepared by members of the Gay community in cooperation with officials of the San Francisco Fire Department. It provides information on occupancy loads for public places, occupancy limits and guidelines in places of public assemblage, and other fire safety information.

- Anti-Violence Campaign - Jo Daly, HRC Liaison Worker

The HRC has met with the San Francisco Conference on Race, Religion and Social Concerns as a follow-up to the HRC's statement on non-violence precipitated by the murder of a Gay man on the street in June. Ms. Daly said the two groups are planning an anti-violence campaign, to be expanded to include, besides Gay people, others----the elderly, for example---who are the victims of street violence. It is planned to hold community meetings, which the two groups will co-sponsor, with church and gay groups, block organizations, etc., City-wide, to organize the anti-violence campaign. There are plans for church pulpit and bulletin announcements about these meetings, clearly distinguishing between the moral issue (an acceptance of homosexuality) and the violence threat to all.

CALENDAR MATTERS

The next regular meeting of the HRC will be Thursday, September 8, 1977, at 9:15 a.m., in the Third Floor Commission Room of the Main Library. The scheduled meeting for September 22nd has been changed to September 29th because of Yom Kippur.

STANDING COMMITTEES

Employment	Thursday, September 1, 1977 - 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - 3:30 p.m.
Youth & Education	Thursday, September 1, 1977 - 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco

-more-

Social Programs	To be announced
Housing & Urban Development	Wednesday, August 17, 1977 - 1 p.m. HRC Office, Room 509 1095 Market Street - San Francisco
Gay Advisory	Tuesday, September 6, 1977 - 12 Noon HRC Office, Room 509 1095 Market Street - San Francisco
Police Liaison	Tuesday, September 20, 1977 - 4 p.m. Lurie Room - Main Library McAllister & Larkin Streets San Francisco

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM:JC:pa

Attachment: Resolution Commending Police Commission Hearing On Guidelines For Hot Pursuit

CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

HUMAN RIGHTS COMMISSION
RESOLUTION COMMENDING POLICE COMMISSION HEARING ON GUIDELINES FOR HOT PURSUIT

The Human Rights Commission commends the Police Commission for scheduling a public discussion for August 17, 1977 on guidelines for hot pursuit. It is hoped that the input from the community and the dialogue between the community and the Police Department will result in a clear understanding of what the community can expect of the Police Department in hot pursuit situations.

Resolution 5-77
Adopted by the HRC 8/11/77

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8/16/77

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877

HUMAN RIGHTS COMMISSION

OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of September 8, 1977

****
* NEXT MEETING: Thursday *
* September 29, 1977 *
* 9:15 A.M. *
* *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* *
****

September 22 is Yom Kippur and the HRC meeting scheduled for that date has been cancelled.

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

DOCUMENTS
SAN FRANCISCO
PUBLIC LIBRARY

I. CALL

Commissioners

Present: Caryl Mezey (presiding), Vernon Alley, Carlota del Portillo, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Antonio Grafilo, Sylvester Herring, Phyllis Lyon, Enola Maxwell, John Morrissey, Donna Solomon, David Yamakawa.

Excused: Dan Silva, Nadim Zarour.

*It was announced that Commissioner Lillian Sing has resigned. Her letter of signation, sent to Chairperson Mezey, will be distributed later to members of the C

*It was m/s/c that a formal letter of acknowledgment of Commissioner Sing's signation be sent to her.

Staff

Present: Grant Mickins, Jack Casford, Jo Daly, Don Hesse, Joe Meza, Wayne Redus, Gail Roberts, David Treanor.

ege of Allegiance cancelled because of the absence of an American flag.

Minutes of the Meeting of August 11, 1977 approved as written and mailed.

CORRESPONDENCE

From State Employment Development Department, announcing contact staff people rthe Ex-Offender unit, to be used a resource for referral of ex-offenders. The i operates at 2948-16th Street, from 8 a.m. to 4:45 p.m., Monday through Friday.

From David C. Moon, Assistant District Attorney, Office of the District Attorney, onald Hesse, HRC Housing Representative, responding to the latter's letter re- ring the prosecution of violators of the child discrimination ordinance in San a:isco, and detailing the operation of casework and experience with complaints and l ow-through.

From George L. Newkirk, Employment Contracts Compliance Officer, Public Utilities m.ssion, a copy of a letter to J.P. Southard, Director, San Francisco Contract m.iance Field Office, General Service Administration, enclosing employment data ie City Water Department and Hetch Hetchy Water and Power as requested.

From Dr. Z.L. Goosby, President, Board of Education, notifying of a meeting of the a l of Education as a Committee of the Whole on September 6th to consider the Final p t on the Suspension Task Force and the Status of Corporal Punishment.

From State Senator David A. Roberti, thanking the HRC for its support of his eate Bill 170, now on the Assembly floor. This is the Information Practices c of 1977 regarding the right of privacy.

From Bill McMurray, Executive Director, San Francisco Classroom Teachers sociation, announcing Patrick King as the Association's representative to the R's Youth & Education Committee, with Helen Hori as his alternate.

From State Assemblyman Art Agnos, thanking the HRC for HRC endorsement of AB 5 and AB 1417. The former is due to heard in the Senate Finance Committee minently, and AB 1417 in early January. They pertain, respectiv dy, to protection f language minorities from discriminatory practices of insurance companies and tte funding for voter registration drives in language minority communities

From Richard Talmy, and Bruce Come, Co-Chairmen, Speakers Bureau, Save Our Human its Foundation Inc., announcing its speakers willing to address groups on Gay le, human rights, homosexuality, etc.

From Joseph B. Stevens, Jr., President, Harry M. Stevens Inc. a New York-based cessionaire firm which has a food concession at Candlestick Park in South San ncisco, thanking Director Mickins for his testimony at recent hearings held by h Department of Alcoholic Beverage Control on the sale of alcoholic beverages y 'hawkers" in the stands at the sports stadium.

From Lloyd A. Pfleuger, two letters, both read in full, responding to the HRC's equest for member stores of the Community Relations Group to provide it with a copy f EO-1 forms required by the federal government. These are employment workforce rkdowns for affirmative action purposes.

1. To Chairperson Mezey he wrote that the member stores ". . do not wish to break down the figures (for employees) for the individual stores."

2. To Frank Anderson, HRC Employment Representative, who sought additional information on specific affirmative action concerns of the HRC regarding the Equal Opportunity Program, he wrote, in part, "The main reason for the major disparity between Asian and other ethnic groups is because the Asians appear to most aggressive in applying for jobs and are very active in referring their friends." He said also that" a. it is difficult to recruit American Indians, b. women and minorities are represented in all job titles, c. females are in the upper level of management and stores are actively working to increase the incidence of women in top management positions, d. there are more Black females (than Black males) in selling and clerical positions "because that is the way retailing always has been.", e. the Group will include disability as disadvantaged group, and f. the Group will de-sex all the job titles immediately.

From Robert V. Tobin, Assistant to the President, Bay Area Welfare Rights ganization, to Commissioner Herring, providing information on the BAWRO con- ers over a program operated by the District Attorney's Office for identifying dlocating fathers of children on welfare.

From Leah Brumer, Project Director, Consumer Fraud-White Collar Crime Unit, ncing the September Complaint Mobile schedule of stops.

From the Superintendent of Schools, announcing a change to September 20th from ptember 13th of the next regular meeting of the Board of Education.

From Mayor Moscone, notice of an exhibition charity football game for the Sixth al Mayor's Youth Bowl on Saturday, September 10th at Candlestick Park.

From State Senator Milton Marks, thanking the HRC for its endorsement of Assembly ll 530, relating to school discipline.

From Thad Brown, Chairman, S. F. City and County United Found Campaign, announcing

pening of the 1977 campaign with a meeting for department heads September 14th.

From Martin del Campo, Chairperson, O.B.E.C.A. Arriba Juntos Center, naming irector Mickins as a member of a Dinner Committee for a program observing OBECA/ rriba Juntos' 12th year.

Ms. Lois Winge, named as observer to the HRC from the League of Women Voters, as introduced and welcomed to the HRC.

DIRECTOR'S REMARKS

Status of HRC Budget Requests for Staff to Monitor Yerba Buena Center and astewater Treatment Program for Affirmative Action.

The proposed budgets are submitted for twelve-month periods, hence will be enewed periodically during these long-term projects.

1. For the YBC project, the HRC has submitted a budget request of $65,000 (one enior lead Journeyperson, one Representative, one Clerical Support, plus equipment, upplies, and telephone expenses). This project will have approximately eleven ajor contracts through completion, for a total of $80 million. The design and rchitectural consultant contracts are about two-thirds completed.

2. For the Wastewater project, the HRC has submitted a proposed budget request approximately $135,000 (one Program Operation Director, one Assistant to the P.O. rector, two Representatives, and one Clerk Support, plus equipment and expenses). his six to seven-year project will have some 80 major contracts, for a total of .3 billion. Some of the affirmative action is being done by staff within the onstruction management team.

In ensuring discussion by Commissioner, with responses by Director Mickins, ie following points were made:

1. It is estimated that the ratio of contracts-to-be-monitored, to staff representatives ranges between ten and seventeen, depending on the size of the contracts.

2. The staff requests in these budgets were made on the basis of the estimated workload ability with some 10 to 12 contracts the ratio for the major contracts in these projects.

3. The HRC Community Services Committee is due to hear a proposed resolution on (September 14th) recommending allocation, by the Board of Supervisors, of funding for the HRC affirmative action budgets.

4. Some of the Wastewater project contracts already are in operation. Several Commissioners expressed concern that the HRC be able to get funding, select staff, and begin implementation of the Affirmative Action requirements as soon as possible.

Wayne Redus, HRC Employment Coordinator, gave a resume of the HRC's discussions th representatives of the firm of DeLeuw-Greeley-Hyman (DGH) regarding the affir- tive action aspects of its construction management contract for the Wastewater oject. The HRC initially had refused to authorize the affirmative action aspects this contract for specific reasons which were communicated to DGH. No agreement s yet been reached on these HRC concerns. A new draft agreement has been submitted. forts to work these differences out is continuing.

Commissioner Fine suggested that when the budget allocation resolution has been ssed at the Board of Supervisors the HRC meet with Roger Boas, the City's Chief

dministrative Officer, because "this one contract (the DeLeuw-Greeley-Hyman ontract) could set a precedent and a set of attitudes in our working together."

Mr. Redus said that the contract in question extends technically only for w calendar quarters, or six months, but that in actuality the firm would have ontract for the approximately eight years of the Wastewater project.

Fisherman's Wharf Restaurants' Lawsuit Status - Mr. Redus

Judge Charles Peery is expected to rule (it is a nonjury trial) by mid-Septmber on this suit, brought by some fifteen restaurants that are lessees of Port ommission land. The suit in Superior Court involves the restaurants' challenge of he jurisdiction of the HRC under the Nondiscrimination Ordinance, specifically ts asking for regular workforce survey data. Testimony has been completed in hi trial. Mr. Redus praised the work of the HRC's attorney, Judith Teichman, f he City Attorney's Office.

STANDING COMMITTEES

Administrative Committee
David Yamakawa, Chairperson

Public Discussion, Review, and Adoption of Revised Conflict of Interest Code or the Human Rights Commission.

Commissioner Yamakawa discussed in detail all the revisions made by the mittee in the Conflict of Interest Code of the Human Rights Commission. The rt Conflict of Interest Code had been adopted in June of 1976 by the HRC. ne major change was a reduction in the list of those persons required to file isclosure statements. Only the members of the HRC and the Executive Director will e equired to do so. Civil Service members of the staff were eliminated in ne revision. Other changes were made in sections on Disclosure Statements, Place nd Time of Filing, the Contents of Disclosure Statements, Disqualification, and nner of Disqualification. Copies of the Conflict of Interest Code of the HRC e on file in its office.

The HRC meeting than was opened to the public attending for comment on the e mended changes to the Conflict of Interest Code of the Human Rights Commission e City and County of San Francisco. There were no comments.

It was

m/s/c that the HRC adopt the revision/changes as discussed and recommended by e Administrative Committee.

YOUTH AND EDUCATION

Sister Bernadette Giles, Chairperson
David Yamakawa, Co-Chairperson

Board of Education Response to HRC Request for Public Discussion of Final Report e Suspension Task Force.

On September 6th the Board of Education met as a Committee of the Whole for dis- s on of the Suspension Task Force Final Report, as interpreted for it by Dr. George r sky, Coordinator, Student Services Office. He described the three-day sessions at were held by the Task Force. Members of the community, including members of e outh & Education Committee, were present and gave testimony on their continuing nc rn about the final action by the Board on the Report. Final recommendations ll be due in October for Board full or partial approval of them.

Commissioner Yamakawa said this meeting showed substantial support for
iination of suspensions completely. It is expected that a motion will be
fred before the Board that, except for State-mandated suspension regulations,
e SFUSD suspend no students in the elementary and schools (Kindergarten through
th grades).

Commissioner Giles noted that there were a number of recommendations for
rnatives to suspensions, including transfers of students to different teachers
ifferent schools, and more supportive serives, including counseling.

Commissioner del Portillo commented on the need to focus on alternatives
uspensions, and the HRC role in seeing that they are implemented.

Programs for Artistically Gifted

The Committee heard Dan Ryan, Supervisor, Creative and Performing Arts Department
e SFUSD, disucss the efforts of the District to maintain and expand its programs
e creative arts.

The goal of Committee and community activity is to get expansion of the defin-
i of "gifted" in state legislation to include the artistically as well as the
amically gifted, so that funds could go to special programs for those with musical
tistic gifts as well.

HOUSING AND URBAN DEVELOPMENT

Enola Maxwell, Chairperson
Antonio Grafilo, Co-Chairperson

Proposed Resolution in Support of the San Francisco YWCA's Plan to Convert
e 40 Powell Residence Club into Housing for the Elderly. - Don Hesse

940 Powell Residence Club currently is 169 units of housing (single rooms)
rted by the Young Women's Christian Association. There are no income maxi-
s for residency. It currently has a long waiting list. No public subsidies
e rovided for any tenants. The rates are low. The planned conversion would
t approximately 84 units (with cooking facilities) for the elderly.

Mr. Hesse said the federal government in some cases will not subsidize units that
imply rooming facilities.

It was

m/s/c that the HRC adopt the Resolution Supporting the YWCA's Plan to Convert
owell Residence Club into Housing for the Elderly. A full copy is attached
tese Minutes

Relocation Assistance by the City

Mr. Hesse said that when the City closes down a hotel because of violation
ulth and sanitation standards, it relocates the residents at its expense,
mers of the building are not required to reimburse the City. Legislation
s being drafted on the local level to make this possible.

GAY ADVISORY

PPhyllis Lyon, Chairperson

Since neither of the following two subjects could be placed on the formal

agenda before this meeting because of time constraints, in each case the HRC m/s/c that it allow discussion of them as new matters. They had been studied and acted on by the Committee in advance of the HRC meeting.

Request for Approval of Sending Letter to Federal Communications Commission Regarding Expanding Ascertainment Primer.

The proposed letter, addressed to Commissioner Richard E. Wiley, was read in full. It supports the petition brought by the National Gay Task Force requesting that the FCC amend its Ascertainment Primer to include Gay organizations in the checklist of nineteen groups with which broadcasters are expected to consult in the ascertainment of community problems, needs and interests.

It was

***m/s/c that this letter be sent in the HRC's name.

Proposed Resolution on the Briggs Anti-Homosexual Initiative.

Commissioner Lyon provided copies of the petition being circulated in the state under the leadership of State Senator John V. Briggs joined by California Save Our Children and other groups. This seeks to get enough signators to place on the ballot a measure that would amend the State Education Code barring the hiring or employment of homosexuals in public schools.

Jo Daly, Gay Liaison Worker for the HRC, reported that the California Save Our Children group, an off-shoort of the Dade County, Florida group that received much national publicity this past summer, is planning two major rallies in the near future. The Briggs petition would be circulated at these rallies. Ms. Daly urged immediate passage of the HRC resolution on this issue.

Commissioner Morrissey stated that he had not had time to study the Briggs initiative, and, therefore, felt he could not support the part of the proposed resolution calling for formal HRC opposition to the initiative measure sponsored by Senator Briggs.

Commissioner Lyon stated that it was the feeling of the Committee and the Gay community at large that the initiative would "raise the anti-homosexual spectre throughout the state." She read, at Commissioner Morrissey's request, the initiative's definition of "public homosexual conduct."

It was noted by Wayne Redus that while the State Education Code does not prohibit the hiring homosexual teachers, it does not require that local districts not discriminate on the basis of sexual orientation.

In the wake of several comments of inquiry and question about the proposed Briggs initiative, Commissioner Giles stated that she felt the legislation was bad piece of legislation because it was subject, in its present form, to so many misconceptions and misinterpretations.

Because this issue had not been printed on the HRC agenda as an action item coming from the Gay Advisory Committee, a procedural impasse existed for a time.

It was, then,

***m/s/c that the HRC consider it as a matter for action in light of its having been discussed and recommended by a standing committee.

It was then, in light of Commissioner Morrissey's support of two only of the three opposition points of the proposed Resolution.

***m/s/c to vote on them seriatum

It was

***m/s/c that the HRC oppose and condemn the efforts of those who are organizing to take away already-established civil rights in the area of sexual orientation discrimination.

It was

***m/s/c that the HRC oppose and condemn the use, by State Senator Briggs and groups such as California Save Our Children, of statements designed to discredit the worth, moral fiber, and personal integrity of many Californians who are competent, effective, and inspiring teachers.

The above two motions were carried unanimously.

It was

***m/s/c that the HRC adopt the Resolution on the Briggs Anti-Homosexual Initiative (opposing and condemning it). Commissioner Morrissey voted no because he said he had not had a chance to see the Briggs measure and because it is still a proposal and not yet adopted.

A full copy of the Resolution is attached to these Minutes.

(The seriatum votes were taken after there was an 11 to 1 (Morrissey) vote to sustain the ruling of the Chair that action on the proposed Resolution was in line with past HRC stances on nondiscrimination on the basis of sexual orientation.)

NEW MATTERS

- The Resignation letter of Commissioner Lillian Sing is referred to in the Roll Call section of these Minutes.

- Chairperson Mezey read the following letter of resignation from herself addressed to Mayor Moscone:

****

CARYL CARTER MEZEY

3382 CLAY STREET • SAN FRANCISCO, CALIFORNIA 94118

September 9, 1977

Honorable George Moscone
Room 200
City Hall
San Francisco, CA 94102

Dear George,

As you know, I am running for Supervisor from District Two. Therefore, following your announced policy, I hereby resign from the Human Rights Commission.

It is with regret that I leave the Commission. I have sincere affection for the staff, who are dedicated to carrying out the laws of the City, despite enadequate funding and small recognition. The commissioners that you appointed have been a challenge and a joy to work with. The tasks assigned the Commission, while overwhelming at times, are of great importance to the people of the City

-more-

My regret at resigning is mixed with satisfaction, however. In the past two years HRC has increasingly gained respect from the community as it has channeled its energies into the mandated enforcement of the law.

I have had the greatest pleasure in being able to participate in the important work of the HRC. It is my hope to be able to continue in the work of making San Francisco an even better place in which to live.

Cordially,

Caryl
(Signed)

Commissioner Mezey then turned the gavel over to Vice-Chairperson Yamakawa, who assumed the office of Chairperson.

Chairperson Yamakawa then asked that at the HRC meeting of September 29th the members be prepared to state their availability for the offices of either chairperson or vice-chairperson for the year beginning 1978. He said he will appoint a nominating committee on September 29th to make recommendations for HRC vice-chairperson for the remainder of 1977, and for chairperson and vice-chairperson for the calendar year beginning in January of 1978.

****On the motion of Chairperson Yamakawa, the HRC voted to write a formal appreciation to Caryl Mezey, thanking her for her many contributions to it and her excellent leadership and close attention to the laws it is mandated to carry out.

CALENDAR MATTERS

The next regular meeting of the HRC will be Thursday, September 29, 1977 at 9:15 a.m. in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, October 6, 1977 - 9:30 a.m. Cathedral House Library 1051 Taylor Street
Gay Advisory	Tuesday, October 4, 1977 - 12:00 noon HRC Office Room 509
Housing and Urban Development	Wednesday, September 21, 1977 - 1:00 p.m. HRC Office Room 509
Police Liaison	Tuesday, September 20, 1077 - 4:00 p.m. Third Floor Commission Room Main Library
Social Programs	To be announced.

Youth & Education

Thursday, September 15, 1977 - 3:30 p.m.
Cathedral House Library
1051 Taylor Street

Thursday, October 6, 1977 - 3:30 p.m.
Cathedral House Library
1051 Taylor Street

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM JC:lm

Attachments

CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

HUMAN RIGHTS COMMISSION

RESOLUTION IN SUPPORT OF THE YWCA'S PLAN TO CONVERT 940 POWELL RESIDENCE CLUB INTO HOUSING FOR THE ELDERLY.

WHEREAS, the housing in Chinatown is among the oldest, most overcrowded, and substandard housing in the City according to a study prepared by the Department of City planning in February, 1977. Unfortunately, as the report points out, this housing is the only shelter available for many elderly persons who are confined to the Chinatown area due to economic, physical, cultural and language difficulties. The result is that the elderly population in the Chinatown core has increased by 45% between 1960 and 1970, while the total pupulation declined; and

WHEREAS, public response to this situation has been very poor. Only 520 units of publicly-assisted housing have been built in the Chinatown area and the majority of those were in the 1950s. Construction still has not started on the long-awaited Stockton-Sacramento project, and meanwhile the low income housing supply is being depleted by demolition and attrition; and

WHEREAS, in the face of this, the YWCA of San Francisco has submitted an application to the Department of Housing and Urban Development for funds to convert its residence club at 940 Powell Street to housing for the elderly. In addition to managing the new facility, the YWCA will provide support services which will include medical care, food, recreational and social services.

NOW, THEREFORE, BE IT RESOLVED that because the housing situation in Chinatown is among the most critical in the Country and the YWCA proposal would be one positive step, the Human Rights Commission strongly supports and commends the YWCA's request for federal funding under the Section 202 program, and calls on the Honorable Patricia Harris, Secretary of Housing and Urban Development to recognize the special needs of the San Francisco Chinatown community and approve the proposal.

Resolution 5-77
Adopted by the HRC 9/8/77

bct
9/14/77

CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

HUMAN RIGHTS COMMISSION
RESOLUTION ON THE BRIGGS ANTI-HOMOSEXUAL INITIATIVE

WHEREAS, the Human Rights Commission of San Francisco, pursuant to legislative mandate (Chapters 12A and 12B of the San Francisco Administrative Code) and basic moral and social responsibility, has gone on record in opposition to discriminatory employment policies and the erosion of legislation enacted to foster true equal opportunity; and

WHEREAS, HRC activity in this area has led to a policy adopted by the San Francisco Unified School District prohibiting discrimination based on sexual orientation in the hiring of teachers and all other District personnel; and

WHEREAS, the HRC has viewed with alarm the recent events in Dade County Florida, which led to the removal of legislation preventing employment discrimination based on sexual orientation; and

WHEREAS, a statewide initiative measure designed to legalize employment discrimination based on sexual orientation against teachers and applicants for teaching positions is being circulated throughout the State of California; and

WHEREAS, the philosophy and intent of this initiative measure is in direct opposition to HRC policy;

NOW, THEREFORE, BE IT RESOLVED,

that the HRC opposes and condems:

1) The efforts of those who are organizing to take away already-established civil rights in the area of sexual orientation discrimination.

2) The use, by State Senator Briggs and groups such as California Save our Children, of statements designed to discredit the worth, moral fiber, and personal integrity of many Californias who are competent, effective, and inspiring teachers.

3) The initiative measure sponsored by Senator Briggs;

AND BE IT FURTHER RESOLVED,

That the HRC direct its staff to assist those persons and organizations who are joining in opposition to this measure.

Resolution 6-77
Adopted by the HRC 9/8/77

bct
9/14/77

DOCUMENTS

PUBLIC LIBRARY

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of September 29, 1977

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*
* NEXT MEETING: Thursday
* OCTOBER 13, 1977
* 9:15 A.M.
*
* COMMISSION ROOM, THIRD FLOOR
* MAIN LIBRARY, CIVIC CENTER
*
****

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings

ROLL CALL

Commissioners

Present: David Yamakawa (presiding), Vernon Alley, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Antonio Grafilo, Sylvester Herring, Phyllis Lyon, Enola Maxwell, John Morrissey, Donna Solomon, Nadim Zarour

Excused: Carlota del Portillo, Dan Silva

Staff

Present: Grant S. Mickins, Jack Casford, Marshall Ehlers, Don Hesse, David Prowler, Vicky Rathbone, Wayne Redus, Gail Roberts, Essie Thomas.

Marshall Ehlers, a student interne from the University of San Francisco working with the HRC Employment Staff, was introduced.

There was no American Flag, hence, no Pledge of Allegiance.

Minutes of the Meeting of September 8, 1977 approved.

CORRESPONDENCE

- From State Senator John Francis Foran, informing he supported Assembly Bill 530, relating to school discipline, which the HRC had endorsed, and that it was awaiting (at the time he wrote, September 8th) the Governor's signature. The bill was signed later by the Governor.

- From Edmond M. McCarthy, Job Superintendent, of Kiewit-Trans-Bay, an engineering-building firm, regarding the affirmative action program for the firm's contract called "Islais Creek South Side Outfalls Consolidation." The firm wrote (the letter was read in full by Director Mickins) that Local 261 had advised that they were not signatory to the Memorandum of Agreement (a residency hiring plan in the Bayview-Hunters Point Model Neighborhood), and that, therefore, Kiewit would be unable to comply in this aspect.

Director Mickins stated that Local 261 previously had met with the HRC on this issue. The City Attorney has been asked by the HRC for guidance and his position has been that positions which speak in terms of duration (residency requirements set for a specific time, say, one year) are illegal under recent

-more-

decisions of the Appeelate Court, but that residency in itself is not illegal. The HRC is continuing meetings with the union attorney on this issue to try to resolve it.

- From Albert C. Ambrose, Division Manager Personnel, Civil Service Commission, acknowledging the HRC letter protesting a "no increase" salary recommendation for Class 2996, Representative, Human Rights Commission.

- From Joseph J. Botka, Chief Probation Officer, Juvenile Court, a response to the HRC's draft of an Affirmative Action Agreement it is developing for use of placement facilities used by the Juvenile Court and the Department of Social Services. This letter was read in full by Director Mickins. Mr. Botka discussed specific points in the HRC document, for example in the areas of goals and training, placement facilities out of the City, and selection of professional staff. Mr. Botka expressed his hope that "any tentative contracts,.. would be developed in conjunction with the Association of Child Care Agencies..."

**** Chairperson Yamakawa asked Commissioner Giles if the Youth & Education Committee would review Mr. Botka's specific comments to see if any further HRC response or clarification were necessary.

- From Gilbert H. Boreman, Clerk of the Board of Supervisors, notification of the deadline for submission of the Conflict of Interest Code. This Code, with revisions, was adopted by the HRC September 8th and sent to Mr. Boreman.

- From the County of Santa Clara Human Relations Commission, notice of a Neighborhood Mediation and Conciliation Service, and asking for HRC comment on its recent training program for staff given by the American Arbitration Association Community Dispute Settlement Center.

- From the National Conference of Christians & Jews, Inc., announcing a course in Parliamentary Procedures, to be held October 12th, 19th, and 26th.

- From Roger Boas, Chief Administrative Officer, a copy of his letter to Ben Martinez, Mexican American/Latino Contractors, Truckers Association, OBECA Project. Mr. Martinez' letter had pertained to three requests made by his organization to Mr. Boas in a letter of August 17th.

- From Mr. Boas, a response to the HRC concerning its proposed budget request in order to fulfill affirmative action obligations in the Wastewater and Yerba Buena Center projects. Mr. Mickins read this letter in full. He reported that the HRC has requested funding for a staff of nine; seven professionals to monitor the two project contracts, with two clerical support staff. Mr. Boas wrote, in a letter dated August 26th but not received at the HRC office until September 23rd, that he would fund four positions, one for YBC and two for the Wastewater project, plus one clerical position. See Director's Remarks for further comment on Mr. Boas' letter.

- From Assemblyman Art Agnos, inviting Director Mickins to a meeting on affirmative action issues at his office at 7:30 a.m., Friday, October 7th, in his San Francisco office, 350 McAllister Street.

DIRECTOR'S REMARKS

- Staffing for YBC and Wastewater Affirmative Action Work by HRC.

Referring to Mr. Boas' letter (above), Director Mickins reported that the original budget sent by the HRC had asked for four Wastewater project staff, and three for YBC (these are professionals), plus two clerical support staff. Mr. Mickins said he has asked HRC staff to develop, on the basis of the past year's experience, time (staff hours) spent in developing affirmative action programs and in meeting the requirements for both Wastewater and YBC. The HRC will use this information in developing a counterproposal to Mr. Boas.

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Mr. Mickins said the four positions offered would appear "too low" to fulfill the work requirements for these two projects.

The Director reported that the Boas-initiated resolution supporting the HRC budget request has been before the Governmental Services Committee of the Board of Supervisors, where it was originally opposed by Mr. Stan Smith of the Building Trades Council. Supervisor Neider asked that the next discussion on the budget request be held before a joint meeting of the Governmental Services and Finance Committees, after the HRC had met with the Building Trades Council to discuss the latter's objections. Mr. Mickins subsequently has met with Mr. Smith, who said he felt that the HRC had asked for too many affirmative action staff. Mr. Smith also objected to nonrepresentation of labor interests on Mr. Boas' Affirmative Action Advisory Committee. Mr. Mickins said Mr. Smith subsequently learned that affirmative action staff of the construction management staff of the Wastewater project are not City employees, but work for the construction management team, a private contractor.

Mr. Mickins praised the work of the HRC's small affirmative action staff, under what he called "almost impossible conditions." Their work, he said, has been kept up on the major projects at the expense of being unable to monitor other City contractors and suppliers. To date affirmative action programs have been forged with virtually every prime contractor and all contract compliance issues have been properly handled by the staff, he said.

Wayne Redus, HRC Coordinator of Employment, introduced the following HRC Wastewater staff:

Stanley Lim and Coke Anoai, handling construction. Lim is a permanent staffer; Ms. Anoai has a CETA post. She left the HRC September 26th to join the San Francisco Unified School District as Compliance Officer.

Vicky Rathbone, Essie Thomas, and Ed Vurek, handling design, architects, engineers, and other types of professional services contracts. Ms. Rathbone, Ms. Thomas and Mr. Vurek are CETA employees. Marshall Ehlers, a student interne, is assisting these people.

On October 20th, said Mr. Redus, the Employment Committee will hear a report compiled by this staff on architectural, engineering, and design contracts so far negotiated. This report will come to the full HRC on October 27th. The report will cover the minority entrepreneurship portion of the affirmative action program. Mr. Redus said the HRC staff has to date negotiated "unique and innovative programs" with the YBC architectural prime contractor and others.

SPECIAL ORDER

- Report on the Mayor's Citizen Assistance Center - Gilbert Brigham.

Mr. Brigham, Director of the Center, discussed its operation. It is located in Room 160, just off the Main Rotunda of the City Hall. It has been in operation for three months. It has a staff of five, four of whom are CETA, with Mr. Brigham the only permanent Civil Service staff. He formerly was with the Mayor's Criminal Justice Council.

The telephone number is 558-2666. The staff is multi-lingual, with facility in Spanish, Chinese, Tagalog, and French.

The Center was formed in order to channel the problems that come into the Mayor's Office into one office, and because of a 1932 City Charter amendment requiring the Mayor to handle all complaints about City service.

Mr. Brigham was accompanied by a staff assistant, Ms. Judy Wong, who was introduced.

The Center, which opened in June, provides the following kinds of services:

1. They provide directions to people seeking offices in City Hall.
2. They answer correspondence, which include service problems and personal problems.
3. They handle suggestions from the public.

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4. They see disturbed people. Effort to have a mental health aide assigned to the Center were unsuccessful, but the staff has had some in-service training.

5. They handle housing problems. Mr. Brigham said the Center is very much aware of the severe problems with landlord-tenant relations, and tensions between neighboring property owners.

6. They make referrals to other agencies.

7. They keep the Mayor's staff informed about the kinds of complaints being received and handled.

Mr. Brigham expressed his concerns that there are no clear-cut lines of responsibility for dealing with citizen problems in the City, an indication on one hand of the sheer volume of these problems.

Mr. Brigham responded to a number of questions and comments from members of the HRC.

He said his staff, beside himself, included the CETA workers (4), plus two San Francisco State University internes, and that they hope to add two part-time senior volunteers from the Commission on the Aging.

Commissioner Fine commented that the Center could be a great help in dealing with the volume of citizen complaints, since the HRC over the years has been looked to as a kind of ombudsman agency for the community. He reminded the Commissioners also that at one point, in a previous City administration, a private foundation grant to the HRC for a one-year pilot program in complaint-handling was denied to it because the then-Mayor said his office was handling all complaints.

Commissioner Maxwell said she was gratified to note that Mr. Brigham and his staff in City government were being made aware of the many serious problems in housing that are being unmet in the City.

Mr. Brigham said he would be pleased to see efforts by a number of agencies (the Housing Authority, Public Works, Redevelopment Agency, Public Health, etc.) to coordinate housing need appeals from the public.

Other questions pertained to Center follow-up (limited), training for staff (resource material provided staff), public education about the Center (TV and radio announcements last June when office opened; 500 mailers sent to agencies since then), etc.

Mr. Brigham characterized his Center's work as basically an attempt at individual problem-solving.

He expressed his willingness to confer with the HRC staff in order to learn what services it provides, what limitations it has, and its complaint procedures. He said to date the Center had made no referral the HRC.

Mr. Brigham said that most of the Center complaint-handling is in the form of writing a letter to another agency asking for action on a particular problem. He said that the in-service training his stafg got from the Community Mental Health staff stressed in particular the need to "listen", as that term is used in counseling, hearing real (or imagined) problems through and giving the complainant at least the satisfaction of not being turned away or told nothing can be done.

Commissioner Maxwell reminded the HRC that listening itself as a complaint-handling device was a problem, because eventually the complainant realizes, of course, that the problem is still there.

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STANDING COMMITTEES

YOUTH AND EDUCATION
Sister Bernadette Giles, Chairperson

- Proposed Resolution on HRC Involvement in Employment Policies and Procedures of the San Francisco Unified School District.

The HRC some weeks ago asked that the Youth and Education Committee report on its involvement in the SFUSD's employment practices.

The Youth and Education Committee reviewed the Principles for Affirmative Action in Public School Employment which were adopted on June 22, 1972 by the HRC. These principles, which had come out of discussions by the Youth and Education Committee included the following elements:

1. Minority groups should receive special and preferred treatment with respect to:
   a. active recruitment for hiring and promotion,
   b. special training for hiring and promotion, and
   c. internships.
2. Standards and tests should be carefully structured to avoid any irrelevant or cultural bias against minorities in hiring and promotion.
3. Quantitative measurement should be maintained in order to test the continued sincerity and effectiveness of the affirmative action program.
4. Actual hiring should be done on the basis of individual merit, against the background of the above affirmative action program;

After discussion and explanation by Commissioner Giles, it was

**** m/s/c that the HRC adopt the Resolution on the Involvement of the Human Rights Commission's Youth and Education Committee in the Employment Policies and Procedures of the San Francisco Unified School District.

The full text of this Resolution, which directs the Youth and Education Committee to "maintain its continued involvement" as well as to "pursue relevant problem areas as identified in the on-going implementation of the affirmative action program" in the SFUSD is attached to these Minutes.

The Resolution as adopted was a condensation of that originally recommended by the Youth and Education Committee.

**** The above-cited four elements of the Principles of Affirmative Action in Public School Employment were referred back to the Youth and Education Committee by Chairperson Yamakawa for re-study to see if they (the Principles) were still applicable, as a reaction to the expressed concerns by Commissioners Maxwell and Grafilo that such terms as "minorities" were becoming irrelevant.

- Chairperson Yamakawa formally appointed Commissioner Solomon as co-chairperson of the Youth and Education Committee.

NEW MATTERS

- Retirement Legislation

Commissioner Morrissey noted that Governor Brown recently signed legislation that would allow state employees to work beyond the mandatory retirement age of 65 if they are competent. A similar bill pertaining to private employees also went to the Governor. He noted also that national legislation recently passed, as part of a number of similar bills pertaining to mandatory retirement in the Congress, had raised the retirement age to 70. Commissioner Morrissey noted that the HRC's Chapter 12B, the Nondiscrimination Ordinance, defines "age" with the words.."If such person has attained the age of forty years and has not attained the age of sixty-five..." It was noted that the Ordinance was, therefore, no longer in compliance with State law.

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It was noted that the HRC's Social Programs Committee had seen a draft copy of a proposed City Charter amendment prepared by the Commission on the Aging in July and deferred recommending a position until it was in final form.

**** The Employment Committee was asked to consider the issue of a need to change the HRC Ordinance.

- Conflict of Interest Code

The HRC's Conflict of Interest Code has been sent to the Board of Supervisors and copies provided all members of the HRC and staff.

- Nominating Committee

Chairperson Yamakawa asked for volunteers to serve as a Nominating Committee to name: nominees to be vice-chairperson for the remainder of 1977, and nominees for vice-chairperson and chairperson for the HRC for the 1978 calendar year.

Volunteers who were formally named as the Nominating Committee were Commissioners Fine, Giles, and Lyon.

Commissioner Fine was asked to chair the HRC's October 27th meeting, when Chairperson Yamakawa will be out of the City.

CALENDAR MATTERS

- The next regular meeting of the HRC will be Thursday, October 13th, at 9:15 A.M. in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment — Thursday, October 6, 1977 - 9:30 a.m.
Cathedral House Library
1051 Taylor Street - San Francisco

It was announced that this Committee(Employment) & Youth & Ed. would both consider at their October 6th meetings a draft of a recommended HRC position on the Bakke case now before the U.S. Supreme Court.

Youth & Education — Thursday, October 6, 1977 - 3:30 p.m.
Cathedral House Library
Grace Cathedral
1051 Taylor Street - San Francisco
Thursday, October 20, 1977 - 3:30 p.m.

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM:JC:pa

Attachment: Resolution On the Involvement Of the HRC's Youth & Education Committee in The Employment Policies and Procedures of The San Francisco Unified School District.

HUMAN RIGHTS COMMISSION

RESOLUTION ON THE INVOLVEMENT OF THE HUMAN RIGHTS COMMISSION'S YOUTH AND EDUCATION COMMITTEE IN THE EMPLOYMENT POLICIES AND PROCEDURES OF THE SAN FRANCISCO UNIFIED SCHOOL DISTRICT

WHEREAS, the Youth and Education Committee and staff have been involved with the San Francisco Unified School District in employment over a ten-year period in the following areas:

CERTIFICATED PERSONNEL

1. Support for the development and implementation of SFUSD affirmative action policy;

2. Recommendation of specific programs to recruit and promote minority group and women certificated personnel such as the administrative internship program;

3. Service of SFUSD Affirmative Action Review Committee;

4. Monitoring of the overall hiring, promotion, and retention of minority group and women certificated personnel; and

5. Investigation of employment complaints of discrimination involving certificated personnel; and

WHEREAS, the Youth and Education Committee recognizes the unique ability of its staff Gail Roberts to work effectively with the San Francisco Unified School District;

NOW, THEREFORE, BE IT RESOLVED that the Youth and Education Committee be directed to maintain its continued involvement in San Francisco Unified School District employment policies and procedures; and

BE IT FURTHER RESOLVED that the Youth and Education Committee pursue relevant problem areas as identified in the on-going implementation of the affirmative action program in the San Francisco Unified School District.

Resolution 7-77
Adopted by HRC 9/29/77

bct
10-3-77

DOCUMENTS
OCT 25 1977
SAN FRANCISCO
PUBLIC LIBRARY

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of October 13, 1977

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*
* NEXT MEETING: Thursday
* October 27, 1977
* 9:15 A.M.
*
* COMMISSION ROOM, THIRD FLOOR
* MAIN LIBRARY, CIVIC CENTER
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NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings

ROLL CALL

Commissioners

Present: David Yamakawa (presiding), Vernon Alley, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Antonio Grafilo, Phyllis Lyon, Enola Maxwell, John Morrissey, Dan Silva, Nadim Zarour.

Excused: Carlota del Portillo, Sylvester Herring, Donna Solomon.

Staff

Present: Grant S. Mickins, Jack Casford, Don Hesse, Joe Meza, Wayne Redus, Gail Roberts.

There was no American Flag, hence, no Pledge of Allegiance.

Approval of the September 29, 1977 Minutes was postponed because they had been delayed in the mail to Commissioners in advance.

CORRECPONDENCE

- From Jim Denman, Acting Sheriff, Office of the Sheriff, inviting the HRC to participate in a Death Review Committee on a permanent basis, joining various City agencies and private organizations such as: the Sheriff's Department, Jail Medical Services, Coroner, Police Department Homicide Detail, Prisoners Union, Delancey Street Foundation, and the American Medical Association. Mr. Denman said that the committee would review, subsequent to the completion of investigation, deaths in the County Jails, "...attempt to identify factors contributing to a death," and make recommendations for changes in policies and procedures.

This letter was read in full and was then the subject of long discussion and eventual HRC action.

Commissioner Morrissey's initial comments were that:

1. The HRC staff already is overworked:

2. The investigation of deaths is the responsibility of the Sheriff's Department and the Coroner.

3. The HRC should be involved only if there were a charge of discrimination brought to it. Otherwise, he said, for the HRC to become involved in this Committee would "simply be doing somebody else's job."

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Commissioner Silva responded by asking that a Commissioner sit on this Committee, volunteering that he be that Commissioner, and then reading verbatim portions of a Coroner's Report dated August 14, 1977 on the arrest of a man who subsequently died in the County Jail. Commissioner Silva stated that he believed that there was "gross negligence" in the City jails, particularly in the women's section. He said five persons have committed suicide in the jails in the past nine months, and urged that the HRC become actively involved.

Director Mickins reminded Commissioner Morrissey and others of the HRC's historic involvement in issues, conditions and policies at the City and County jails, primarily through its Police Liaison Committee.

In subsequent discussion and after unanimous agreement to consider the issue (not previously on the published agenda),the following actions were taken:

1. Commissioner Fine moved that Commissioner Silva be designated a an observer from the HRC to the Death Review Committee, that he report back to the HRC before the first of 1978, and that the HRC then decide on a permanent appointee. This motion was defeated, 8 to 2.

2. Commissioner Morrissey moved that the issue of appointment of a Commissioner to the Death Review Committee be referred to the appropriate HRC Standing Committee by the Chairperson. This motion was defeated 7 to 3.

3. Commissioner Giles, who originally moved that the HRC accept the offer of Commissioner Silva to serve as its representative on the Death Review Committee, accepted (and so moved) a suggested rewording from Commissioner Maxwell that the HRC agree to appoint a Commissioner (as invited by the Sheriff's Department) to the Death Review Committee, and that Commissioner Silva be appointed to that Committee.

*****This motion was seconded and carried.

Commissioner Fine then suggested, and it was

**** m/s/c that it be understood that Commissioner Silva would make his regular reports on the Death Review Committee work through the HRC's Police Liaison Committee.

- From Ted Frazier, Chairman, San Francisco Coalition, a copy of a letter to Richard Sklar, Program Coordinator, Wastewater Management Program, with copies to other public officials and community organizations, informing that the Coalition would consider its verbal agreement with the program to be in effect, barring written confirmation, directly involving the Coalition in negotiations relating to affirmative action in specified stages.

Director Mickins said a meeting has been scheduled by the HRC with Mr. Frazier to discuss in detail his concerns and develop a closer relationship with the Coalition.

- From Daniel Mattrocce, City Employees' Retirement System, General Manager, an interdepartmental memorandum regarding Assembly Bill 568, recently signed by Governor Jerry Brown, eliminating mandatory retirement for various state and local members covered by the Government Code and Education Code. Mr. Mattrocce said that Donald J. Garibaldi, Deputy City Attorney and legal counsel to the Retirement System, has notified his office that the provisions of AB 568 DO NOT apply to members of the San Francisco City and County Employees' Retirement System. Questions on other provisions could be referred to Mr. Granville DeMerritt (558-3991) at the Retirement System.

- From Mary Ann Aronson, Forums Committee, Leagues of Women Voters (of several Bay Area counties, Berkeley, San Francisco, and Oakland), announcing a series of four Forums on the Urban Crisis beginning November 16th, the first at the Civic Center Holiday Inn on November 16th, 9 A.M., Eighth and Market, San Francisco. Further information is available from the League offices in San Francisco, 986-0430.

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- From Supervisor Dianne Feinstein, attaching a copy of a letter from Beverly Willis, President, Willis and Associates, with a copy of District of Columbia Conditions for Compliance with Equal Opportunity Obligations in Contracts. Ms. Feinstein asked that the HRC staff review the document and report to her, with possible suggested amendments to the Administrative Code. Ms. Willis' letter asks that the District of Columbia document be reviewed noting "the precise guidelines spelled out for women professionals and laborers in construction contracts."

Wayne Redus, HRC Coordinator of Employment, did an exhaustive analysis of the District of Columbia documents relating to the equal opportunity requirements for contractors which has been forwarded to Supervisor Feinstein. The conclusion, in part, was that the HRC was not recommending any possible amendments to the Administrative Code (the Nondiscrimination Ordinance) at this time. The HRC, said Director Mickins, presently is attempting to determine the availability of women (contractors) business resources in the City. Mr. Redus noted that since 1972 the HRC has included women in all phases of its employment goals, with the exception of women in apprenticeship, for whom goals were set in the apprenticeable construction trades in the last two years. In entrepreneurship, the HRC has, within the past year, he said, developed a list of women entrepreneurs in the areas of design and planning, particularly for the Wastewater and Yerba Buena Center projects. Mr. Redus said his analysis of the District of Columbia program found that it was no more substantive and in some ways less substantive than that of the HRC.

Director Mickins and Mr. Redus both affirmed that there is information on the statewide availability of women-owned design firms, but not, thus far, of women-owned construction firms. They asked to be advised if any members of the HRC knew of construction firms with women owners or partners.

The HRC was reminded that the HRC will hear recommendations on a revised Affirmative Action Plan in December.

DIRECTOR'S REMARKS

- Fisherman's Wharf Lawsuit vs. HRC

The ruling of Judge Peery in this lawsuit challenging the HRC's affirmative action reporting requirements and jurisdiction with a number of Fisherman's Wharf restaurants has not yet been made.

- HRC Wastewater Project Monitoring Staff Requests

The Community Services Committee (not the Governmental Services Committee as reported in the HRC Minutes of September 29th) will hear a C.A.O. proposed resolution approving in concept the HRC's staffing request to meet affirmative action needs of Wastewater and YBC. Mr. Boas has stated that the Board of Supervisors' approval is a pre-condition to a favorable decision on his part. If Board approval is given, Mr. Boas has agreed to grant a portion of the funds needed for HRC staff support. The Community Services Committee will hear this matter on Friday, October 14th, at 2 p.m. Mr. Stan Smith, Secretary-Treasurer of the San Francisco Building Trades Council, had expressed opposition to this resolution at the September 29th hearing. A meeting with Mr. Smith and Director Mickins failed to resolve Mr. Smith's objections, some of which were fully expressed by Mr. Smith in his recent appearance before the HRC Employment Committee. Mr. Boas has scheduled a meeting this afternoon (October 13th) with Mr. Smith and Mr. Mickins in a good faith effort to resolve the matter.

Director Mickins has drafted a response to the letter from Mr. Boas recently in which he said he would grant some (three professional, one clerical) but not all, of the staff the HRC has cited as necessary to carry out its affirmative action mandate on the Wastewater project. Mr. Mickins has, in his request to Mr. Boas for reconsideration and addition of needed extra staff, pointed out the amount of staff time to date expended in monitoring Yerba Buena contracts, both in design and construction, at the expense of other workloads in the City goods and services contracts the HRC is require legally to monitor and review.

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STANDING COMMITTEES

YOUTH AND EDUCATION
Sister Bernadette Giles, Chairperson
David Yamakawa, Co-Chairperson

- Proposed Resolution Endorsing Efforts to Urge the U.S. Supreme Court to Overturn the Bakke Decision.

Director Mickins reported that HRC action on this issue was at the request by the Coaiition to Overturn the Bakke Decision for endorsement of its protest resolution against the Caiifornia Supreme Court's decision upholding the position of Aian Bakke (alleging reverse discrimination) in Bakke v. University of Caiifornia regarding affirmative action admissions policies of the University.

The HRC's Employment Committee proposed Resolution to the HRC was passed at its October 6th meeting. The Youth & Education Committee, meeting later that same day, adopted a proposed Resolution for the HRC omitting the last paragraph of the Employment Committee version.

Commissioner Giles reviewed briefly the HRC background on affirmative action in empioyment and education historicaliy which was encompassed in the supportive paragraphs of the proposed Youth & Education Resoiution. She read in fuli its finai paragraph which resolved that the HRC join "other groups" in speaking against the California Supreme Court Bakke decision.

She moved adoption of this proposed Resolution Endorsing Efforts to Urge the U. S. Supreme Court to Overturn the Bakke Decision and there was a second.

Commissioner Fine then, on behalf of the Employment Committee, discussed the proposed Resolution from that Committee. He said that its invoivement was because of the conviction that the Bakke case issue in the public mind and media went beyond education and into affirmative action in empioyment. He then offered an amendment in the form of a concluding paragraph to be added to the form of the Youth & Education proposed Resolution. The amendment paragraph read as follows:

"BE IT FURTHER RESOLVED that the Human Rights Commission recommend that the United States Supreme Court remand the case to the California Supreme Court with the provision that the University of California develop an affirmative action program using goals, not quotas, and taking into consideration factors in addition to test scores and grade point averages."

Commissioner Morrissey then commented that the proposed Resolution should be tabled because "we have more important things to do," because the Supreme Court is going to pay no attention to any HRC action, and because the HRC's going into these matters takes up a lot of time and "diffuses our efforts."

Using a copy of the California Supreme Court decision on Bakke, he then discussed in detail his interpretation and point of view on some of the major issues it covered in the case. He also discussed some points made in the Court's minority opinion on the case.

Commissioner Morrissey then concluded that in his personal opinion, for reasons cited in some detail, the Court should have restrained itself, and that he would, on constitutional grounds, have not supported the decision in favor of Bakke's claim. He said he had resolved that the Constitution does not require that a quota which is intended to be ameliorative and not punitive be rejected, or declared invalid.

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He repeated, however, that he felt the HRC should not be involved in the issue. He indicated that, on a policy basis, he would prefer that other measures be tried before quotas were used.

Commissioner Fine, in discussion of the added paragraph to the proposed Resolution, reminded the HRC of the pleadings of many civil rights organizations to the University of California not to appeal the California Bakke decision to the U.S. Supreme Court, on the grounds that the equal protection aspect of the Fourteenth Amendment would then have to be decided upon. He said that the last paragraph (given above) was an attempt to offer to the Supreme Court a means to avoid a "black-and-white" decision by asking the University to develop a different affirmative action program as specified. He cited the admiration he had for the minority opinion offered by Justice Mathew Tobriner of the California Supreme Court.

Commissioner Maxwell, in expressing support of the Employment Committee's final-paragraph version of the proposed Resolution, stated that she is opposed to quotas because they will, eventually, work against the interests of minority people. She felt that expansion of the national economy was, in the long run,far more desirable in creating wider opportunities for minorities . "When you start to exclude somebody...you bring about the racial emnity that has persisted for so long," she said.

It was, at this point,

**** m/s/c to amend the proposed Resolution Endorsing Efforts to Urge the U. S. Supreme Court to Overturn the Bakke Decision by adding the final paragraph cited above.

It was then

****m/s/c that the HRC adopt the proposed Resolution. The full text is attached to these Minutes.

Commissioner Fine, receiving the Privilege of the Floor, said, "I hope that we will keep in mind...in every aspect of our work that one of our moral responsibilities is to try to avoid those kinds of confrontations in which we ourselves, largely on the same side of the ideal and the issue, because of the conflicts involved, both individual and intergroup, within our own discussions and in our work in the community avoid that kind of atmosphere in which one group is battling another group, or one group feels another group is its enemy."

He said also that it is the responsibility of the HRC to set an example to the community, and, in a situation like this where there will, inevitably, be heated points of view, avoid destructive conflict, and keep it at the level of intelligent discussion and the pursuit of legitimate interests.

Commissioner Silva commented that he has in the past been criticized because he is too idealistic. He said he yielded to Commissioner Fine's wisdom in this matter, despite his (Silva's) feeling that he supported quotas. He said he was in part "very distrustful" of the existence of prevailing fairness of society in general. He said he questioned the position that quotas are no longer needed because of the society's advances.

- Recommended Procedures for Encouraging Community Participation in Board of Education Meetings.

Commissioner Giles read in full a letter sent to Dr. Zuretti Goosby, President of the Board of Education, with a number of recommendations for facilitating greater community participation in Board of Education meetings. The development of these recommendations had been at the request of Commissioner del Portillo, who observed there had been a limiting of community participation in discussion by current Board procedures.

The individual members of the Youth & Education Committee met with individual members of the Board and the following recommendations were sent to Dr. Goosby. A full copy of the letter was provided the Commissioners. Commissioner Giles discussed in detail the reasons for each recommendation:

1) that the Board of Education agenda be available by the Friday preceding its regular meeting;

2) that the full agenda be taped on the District's public information recording equipment;

3) that recorded message phone: 565-9515 be more widely distributed. It might, for example, be printed on the Board's agenda, in the District Newsletter, and in the meeting summary as well as announced on KALW;

4) that established procedures be followed in the matter of speakers' cards;

5) that items listed as first reading on the Board of Education agenda which might be granted emergency status be so noted on the agenda;

6) that all items listed as scheduled for action be voted upon unless specifically removed from the agenda by action of the Board; and

7) that items which appear to generate considerable interest be scheduled at a "time certain."

The HRC also asked, in the letter to Dr. Goosby, to be informed of meetings of the Goals, Rules, and Legislative Committee when discussion of internal Board operations and bylaws is planned.

It was

****m/s/c to authorize the sending of this letter on behalf of the HRC.

- Follow-up on Status of Multicultural Education

Commissioner Giles referred to a transcript of a tape recording of the August 23rd Board of Education meeting, at which Florence May, a specialist in multicultural education, reported before the Board that there is not as much activity in multicultural education in the public schools as there ought to be. Ms. May had told the Board that the original resolution to implement multicultural education had stipulated that there be bimonthly reports on the program, but that none had been made. Dr. Goosby said that though he had forgotten the resolution had been passed, "The Human Rights Commission didn't forget."

A copy of the text of a proposed letter to Dr. Yvette del Prado, Associate Superintendent, Officer of Instructional Support, San Francisco Unified School District, was provided each Commissioner. The letter asks when the School District staff will be reporting to the Board on formulation of curriculum for teaching multicultural education, and whether bimonthly reports will be made.

It was

**** m/s/c that the Committee be authorized to send this letter on behalf of the HRC, in testimony to its commitment to multicultural education and its comprehensive implementation.

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EMPLOYMENT
Alvin Fine, Chairperson
Carlota del Portillo, Co-Chairperson

- Progress Report on Revision of HRC Affirmative Action Policy and Program.

Commissioner Fine said the last of three meetings (for labor, community groups, and the business sector input) had been finished by the Committee on its gathering of information for the revision of the HRC Affirmative Action Policy and Program requested some months ago by Commissioner Zarour. The Committee expects to bring this before the full HRC in November.

HOUSING AND URBAN DEVELOPMENT
Enola Maxwell, Chairperson
Antonio Grafilo, Co-Chairperson

- Proposed Resolution Supporting the Department of City Planning Recommendations on a Rehabilitation Assistance Program in the Tenderloin Including Mandatory Mitigation Measures.

Commissioner Maxwell discussed the need to inform the public and to take strong official positions on the continuing community problems of substandard housing, escalating rents, displacement of the poor by redevelopment, etc.

Don Hesse, the HRC Housing Representative, reviewed in detail the background on subsidies to bring housing in San Francisco up to code. The Federal government's FACE (Federally Assisted Code Enforcement) program granted 3% loans to property owners to bring their holdings up to code in the 1960's. This program was cancelled by the Nixon Administration. In 1972 or 1973, the City sold $20 million in bonds to the Bank of America to set up the RAP (Rehabilitation Assistance Program). Under this program certain areas of the City are designated in which all buildings are to be inspected and their owners required to correct violations. Low-interest loans are available to finance the rehabilitation. The City makes such improvements as utility wire burial, increased parking, street repairs, etc. The areas designated so far included Bernal Heights and the Duboce Triangle (the federal program) and the Inner Richmond and Upper Ashbury (the City RAP) RAP is mandatory and so is code enforcement for all buildings within a designated area. The City, said Mr. Hesse, in its on-going program inspects approximately 1,000 buildings a year, working itself way up the listing of the City's buildings beginning with the worst.

Mr. Hesse said that the Tenderloin, however, had a greatly different composition than the other neighborhoods. Whereas the above-cited areas are largely over-occupied buildings largely middle-income or above, the Tenderloin is 99% very low-income tenants of apartments and hotels.

The City designated the Tenderloin, he said, because the Supervisors wished to increase police services for crime control there, using federal community development money to hire more police, buy more police cars, etc. The federal government said community development money could not be used for these purposes unless it were designated a RAP area. The City Planning Department then did a six-month study, and held two large, well-attended public hearings. The Director, Rai Okamoto, in August sent his recommendations to the Chief Administrative Officer. Commissioners were provided with copies of this report, including his recommendations to meet the most pressing community concerns. The community fears in the Tenderloin were largely about the inevitability of rent increases to be imposed on tenants when owners invested money in upgrading property.

RAP as originally designed included rent stabilization guidelines. Mr. Okamoto came up with further recommendations to mitigate rent increases. Only if owners of buildings use City money (and they are not required to; they make get loans from a private bank) do rent stabilization guidelines apply. The Okamoto study said that if a RAP program is instituted, rents would increase by an average of 15% in order to cover the rehabilitation costs.

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Thus Mr. Okamoto made six recommendations or "mandatory mitigation measures" to avoid displacement of large numbers of poor and elderly tenants through renovations and rent increases. They included:

- Subtracting tax savings from rehabilitation costs that can be passed on to tenants.

- Maximixing the use of refinancing to reduce rent increases.

- Carefully scheduling code enforcement to avoid excessive and immediate negative impacts on the tenants.

The Housing Committee heard at its meeting a representation by the Neighborhood Legal Assistance Foundation for "standby rent control." This would take place when the average rents increased, over a year, by more than 3% over welfare rent payment allowances. The Housing Committee, however, decided not to include this plan in its proposed Resolution. It felt, among other reasons, that inevitable legal challenges to it would delay indefinitely any upgrading in the Tenderloin. Also, it felt that given the rent control requirement only when City money was used to upgrade, most owners would get loans elsewhere and thus not come under the requirement.

Owners claim that their vacancy rate is as high as 50%, and that if they fill those vacancies, they would not need to raise rents, but the Committee felt that the market would control the rents, however.

The Committee's proposed Resolution, therefore, was acceptance of the City Planning Department recommendations but only if the "mandatory mitigation measures" be included.

After discussion, it was

**** m/s/c that the HRC adopt the Resolution Supporting the Department of City Planning's Recommendations on a Rehabilitation Assistance Program For the Tenderloin Including Mandatory Mitigation Measures to Protect Tenants from Displacement. The full text is attached to these Minutes.

GAY ADVISORY
Phyllis Lyon, Chairperson

- Larry Littlejohn Commendatory Letter

It was

**** m/s/c that the HRC authorize the sending of a commendatory letter to Larry Littlejohn, thanking him for his service as a member of the Gay Advisory Committee. Mr. Littlejohn recently resigned.

- The appointment of Edward Baca to the Gay Advisory Committee was announced by Chairperson Yamakawa.

NO NEW MATTERS

CALENDAR MATTERS

The next regular meeting of the HRC will be Thursday, October 27, 1977 at 9:15 A.M. in the third floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, November 3, 1977 9:30 a.m. Grace Cathedral Cathedral House Library 1051 Taylor Street - San Francisco
Gay Advisory	Tuesday, October 25, 1977 12 Noon HRC Offices - Room 509 1095 Market Street - San Francisco

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Housing and Urban Development	To be announced
Social Programs	To be announced
Police Liaison	Tuesday, October 18, 1977 4 p.m. Lurie Room, Main Library Civic Center - San Francisco
Youth & Education	Thursday, October 20, 1977 3:30 p.m. Thursday, November 3, 1977 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street - San Francisco

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM:JC:pa
10/19/77

attachments: Resolution Endorsing Efforts to Urge the U.S. Supreme Court to Overturn the Bakke Decision

Resolution Supporting the Department of City Planning's Recommendations on the Implementation of a Rehabilitation Assistance Program (RAP) in the Tenderloin, Including Mandatory Mitigation Measures to Protect the Tenants from Displacement.

HUMAN RIGHTS COMMISSION

Resolution Endorsing Efforts to Urge the U. S. Supreme Court to Overturn the Bakke Decision

WHEREAS, the Human Rights Commission has adopted policies and developed procedures designed to define and promote the reality of equal opportunity, in education and employment, through the use of affirmative action; and

WHEREAS, one of the most essential components of an affirmative action program is the establishment and implementation of relevant and reasonable goals and timetables; and

WHEREAS, the Human Rights Commission's position on the use of racial quotas warns against the use of rigid exclusionary quotas except where mandated by a court of law because quotas are frequently used as a substitute for substantive affirmative action; and

WHEREAS, the Human Rights Commission opposes the implications of the California Supreme Court's decision on the Bakke case, such as admission to educational institutions being based solely on test scores and grade point averages to the exclusion of factors such as motivation, personality, leadership ability and extenuating circumstances; and

WHEREAS, certain groups have been excluded over a long period of time from many careers and employment opportunities as a result of admissions policies based solely on test scores and grade point averages;

NOW, THEREFORE, BE IT RESOLVED that the Human Rights Commission join with other groups in speaking against the decision of the California Supreme Court in the matter of Bakke vs. University of California; and

BE IT FURTHER RESOLVED that the Human Rights Commission recommend that the United States Supreme Court remand the case to the California Supreme Court with the provision that the University of California develop an affirmative action program using goals, not quotas, and taking into consideration factors in addition to test scores and grade point averages.

Resolution 8-77

Adopted by the Human Rights Commission October 13, 1977

bct
10-18-77

HUMAN RIGHTS COMMISSION

Resolution Supporting the Department of City Planning's Recommendations on the Implementation of a Rehabilitation Assistance Program (RAP) in the Tenderloin, Including Mandatory Mitigation Measures to Protect the Tenants from Displacement.

WHEREAS, housing conditionsin the Tenderloin are among the worst in the City: Tenants, many of them elderly and disabled, live in fear because of the high risk of fire and minimal security provisions of their dwellings. They must tolerate inadequate plumbing and wiring, rodents and roaches, unlit hallways, falling plaster, and peeling paint. Yet these tenants, most of them on fixed low incomes, often pay more than half their monthly income as rent;and

WHEREAS, the Director of City Planning has recommended that a Rehabilitation Assistance Program (RAP) be implemented in the Tenderloin area; and

WHEREAS, RAP in its present form would probably result in the displacement of large numbers of poor and elderly tenants through renovations and rent increases; and

WHEREAS, the Department of City Planning has determined that significant dislocation will not occur if certain "mandatory mitigation measures" are taken; and

WHEREAS, these "mandatory mitigation measures" include

A. Amending Rent Stabilization guidelines by subtracting tax savings from the rehabilitation costs that can be passed on to tenants.

B. Maximizing the use of refinancing to reduce rent increases.

C. Carefully scheduling the code enforcement activities to avoid excessive and immediate negative impacts on the tenants.

D. Implementing effective means of subsidizing the housing costs resulting from RAP-induced rent increases affecting the lower income residents of the area (this would include the use of the existing Community Development funded relocation payments, and increased use of the Federal Section

and Housing Assistance Payments Program, the local STRAP (Special Temporary Relocation Program), or other comparable rent-subsidy programs.

E. Providing counseling services to assist residents and owners of the area in dealing with the effects of the RAP.

F. Establishing new priorities for the use of federal low interest Section 318 rehabilitation loans in the area to minimize displacement of tenants and to serve as an incentive for the owners; and

WHEREAS, this Commission is concerned that the balance be maintained between the right of all tenants to decent, safe and sanitary housing, and the need to maintain rents at levels which low-income families, especially the elderly, can afford;

NOW, THEREFORE, BE IT RESOLVED, that the Human Rights Commission commend and support the recommendations of the Director of City Planning on the designation of the Tenderloin as a Rehabilitation Assistance Program (RAP) Area, especially the "mandatory mitigation measures" which have been devised to limit rent increases and other potential harmful effects of the project; and

FURTHERMORE, that the Commission urge the Chief Administrative Officer and the Board of Supervisors to adopt the Tenderloin Rehabilitation Assistance Program without removing or lessening any of the mitigating measures which have been recommended; and

FURTHERMORE, that the Commission call on all levels of government to begin the necessary administrative and legislative action to carry out these recommendations; and

LASTLY, be it resolved that the Commission urge the City to proceed cautiously with the Rehabilitation Assistance Program in the Tenderloin, being especially mindful of the economic and emotional needs of the residents of the area, to monitor the effects of the program on an ongoing basis, and to modify the program if it becomes apparent that the benefits no longer outweigh the harmful effects to the residents.

Resolution # 9-77

Adopted by the Human Rights Commission October 13, 1977.

SF
HRC
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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of October 27, 1977

NEXT MEETING:	Thursday November 17, 1977 9:15 A.M.
Commission Room, Third Floor Main Library, Civic Center	
THIS IS THE ONLY MEETING IN THE MONTH OF NOVEMBER.	

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

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ROLL CALL

Commissioners

Present: Rabbi Alvin I. Fine (presiding) Vernon Alley, Carlota del Portillo, Sister Mary Bernadette Giles, Enola Maxwell, John Morrissey, Donna Solomon, Nadim Zarour

Excused: Antonio Grafilo, Sylvester Herring, Phyllis Lyon, Dan Silva, David Yamakawa

Staff

Present: Grant Mickins, Jack Casford, Linell Harden, Don Hesse, Stanley Lim, Vicky Rathbone, Wayne Redus, Gail Roberts, Jose Robles, Tala Suafai, Essie Thomas, David Treanor, Edward Vurek.

Pledge of Allegiance

The Minutes of September 2, 1977, and of October 13, 1977 were approved.

CORRESPONDENCE

- From John F. Crowley, Secretary-Treasurer, San Francisco Labor Council AFL-CIO, declining with regrets the invitation of the HRC to appear in its discussion of Principles for Affirmative Action in Employment (which the Employment Committee has been working on for several months). Mr. Crowley did state the AFL-CIO position on affirmative action and remedies for discrimination.

- From Assemblyman Art Agnos, reporting on a discussion in his office on the affirmative action program for the City's sewer reconstruction program.

- From David Jenkins and Associates, thanking the Director for his remarks at a recent Jobs and Environment Conference.

- From Wilbur W. Hamilton, Executive Director, San Francisco Redevelopment Agency, a copy of his letter to the Director of the Fair Housing Opportunity Division of the U.S. Department of Housing and Urban Development, commenting on the proposed San Francisco area-wide Minority Business Participation Plan Agreement.

- From Susan J. Heller, Coordinator, Commission on the Status of Women, a copy of a letter to Supervisor Peter Tamaras, Chairperson of the Governmental Services Committee of the Board of Supervisors, requesting that a hearing be postponed on a proposed amendment to the ordinance on nondiscrimination in property contracts (Chapter 12C of the City's Administrative Code).

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- From Assemblyman Art Agnos, informing that AB 857 has been signed into law. The HRC had supported this bill, which makes it illegal for insurance companies to discriminate against language minorities in the sale of automobile insurance coverage.

- From Richard D. Hongisto, Sheriff, thanking Chairperson Yamakawa for visiting the County Jail on a recent Saturday during an inmate protest regarding their food, and proposing that three members of the HRC interested in the subject be named to make annual tours of the jails to investigate conditions.

- From Laura Fisher, Public Information Officer, Commission on Human Rights, City of New York, asking for copies of legislation protecting gay rights, information on enforcement mechanisms, public response, etc. The New York City Commission on Human Rights is hoping to help clear obstacles to passage of gay rights legislation there.

- From the City and County of San Francisco Grand Jury, a copy of its 1976-1977 Civil Grand Jury Reports on selected City departments. The HRC was one of the City departments not included in the survey this time because, in the words of the Foreman, Robert E. Graham, "..of the time required for the preparation of the extensive reports...and, in part, ...because of the unique character of a citizens' Grand Jury."

EXECUTIVE SESSION

- Report on Notice of Intended Decision of Judge Charles Peery, of the Superior Court, in Re: Alioto's Fish Company, Ltd., et al. (Fisherman's Wharf Restaurants) vs. the HRC.

Ms. Judith Teichman, Deputy City Attorney, was present to discuss the intended decision of Judge Peery dated October 17th. The Judge informed that he intends to conclude (in this case in which the HRC's affirmative action jurisdiction with Fisherman's Wharf Restaurants which hold leases from the Port Commission had been challenged) that the restaurants are entitled to a declaratory judgment to the effect that:

(1) the State of California has preempted the field of employment discrimination and that local governments are thus enjoined from enacting their own versions of nondiscrimination in employment legislation:

(2) that the preemptive effect of the State law extends only to leases, not to other types of contracts such as public works contracts; and

(3) that the addendum to petitioners' leases is null and void and of no application.

The Executive Session was closed to members of the public. No record was kept of this confidential discussion.

At the conclusion, however, it was announced that an appeal (to the California Supreme Court) will be made by the City Attorney's Office on behalf of the HRC.

SPECIAL ORDER

- Report and Recommendation of Nominating Committee - Election of Interim 1977-1978 Vice-Chairperson.

**** On motion of Commissioner Giles (for the Nominating Committee), Commissioner Enola Maxwell was unanimously elected to serve as Interim Vice-Chairperson of the HRC for the remainder of calendar year 1977.

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DIRECTOR'S REMARKS

- Status of HRC Request for Wastewater Affirmative Action Staff and Required Resolution from the Board of Supervisors.

The full Board voted 9-2 (Supervisors Quentin Kopp and John Barbagelata voting No) on October 24th to adopt a resolution "approving the concept of increasing the staff of the HRC by using Wastewater Management and Yerba Buena Convention and Exhibit Center funds channeled through the Chief Administrative Officer."

Director Mickins said that the resolution as adopted also included an amendment offered by Supervisor Feinstein, providing that any request from the HRC for an increase in its staff (for this work) must be approved by the Board of Supervisors.

The Chief Administrative Officer, Roger Boas, previously offered to the HRC three professional and one clerical position to meet this added responsibility. However, these and all such staff requests would have to go through the committee-to-Board procedure for approval.

EMPLOYMENT
Rabbi Alvin Fine, Chairperson
Carlota del Portillo-Co-Chairperson

- Minority Business Report - Public Utilities Commission- George Newkirk, Employment Contracts Compliance Officer.

Mr. Newkirk was introduced by Wayne Redus, HRC Employment Coordinator, to give the PUC section of the first of two major reports on affirmative action and minority entrepreneurship: (Note: The HRC Affirmative Action program applies to PUC contracts as well and Mr. Newkirk follows the same enforcement procedure. one,(compiled by Edward Vurek, Essie Thomas, and Vicky Rathbone, on the Wastewater and Yerba Buena Center Design Contracts, and one, compiled by Stanley Lim, on minority entrepreneurship in City contracts. Mr Redus noted that Mr. Vurek, Ms. Thomas, and Ms. Rathbone are all CETA (Comprehensive Employment Training Act) employees, whose growth in expertise and development of innovative techniques during their team work on the project he singled out for praise.

At the present time the San Francisco Public Utilities Commission has six construction contracts that involve minority participation. These contracts total $2,920,628. This figure represents about 6% of the total dollar value of all contracts in progress. The minority participation in the construction contracts totals $1,355,903. Listed below are the firms and contracts that involved minority firms:

1. Herrero Brothers (Spanish) is the prime contractor on two Hetch Hetchy contracts, HH-528 ($567,913) and HH-544 ($656,840).

2. Amalgamated Superior Engineering,Inc. (prime) C.R. Trucking (Female) Sub-contractor, $22,000 of $312,000.

3. West Bay Eng. Co. (Spanish) is subcontractor on two Municipal Railway contracts and one Hetch Hetchy contract. The Muni contracts are MR-613 - Homer J. Olsen and MR-618. The Hetch Hetchy contract is HH-579. The three total $1.9 million, of which West Bay's part totals $89,150.

4. Trans Bay Plumbing (Black) is sub-contractor to Herrero Brothers on HH-544 ($20,000) (See above).

Mr. Newkirk pointed out that the PUC has a total of 39 projects with contracts that were in progress prior to the implementation of a minority participation program. Some $287 million of federal Urban Mass Transportation Administration funds are being spent to rehabilitate the Municipal Railway. Many of these contracts on this work began prior to 1974.

Over and above the construction contracts, the PUC also has awarded a professional services contract to a minority firm in excess of $425,000

(Chin & Hensolt) and presently requires all professional services firms to include minority firms on their consulting teams. Chin & Hensolt are re-designing the Muni's cablecar barn and the safety mechanisms on the cablecars, a job made more complicated by the requirement that the barns and cars show no exterior changes.

Minority firms currently hold $1,755,903 in PUC contracts. Though this is a small proportion, Mr. Newkirk says he is working constantly to widen minority participation.

Approximately ninety percent of the PUC's underground wiring and track contracts, he said, are done by one contractor, which escavates, fills, and covers a street job, thus requiring no sub-contractor.

Mr. Newkirk pointed out that only when a low-bidder contractor does not have the capability of performing an entire job operation is there opportunity for a sub-contractor to be involved, thus limiting the minority participation record.

Mr. Newkirk said his field surveys show that minority truckers are being used with regularity on contracts requiring dirt-hauling.

The PUC, he said, had applied for a grant to staff a workable minority enterprises program. Mr. Newkirk is the only staff person at PUC handling all contract compliance and complaint-handling.

Mr. Newkirk said he saw the need to make "massive improvements" in all PUC professional services contracts for more minority participation, and said there is a concerted effort being made by firms making proposals to the PUC (Muni, Hetch Hetchy, Water Department) to come up with minority participation. He stated that he felt that never again would there be professional services contract bidders without minority participation components.

A Canadian firm has funded ($6,000) two scholarships for two years for training through the ESCMT (Engineering Society's Committee on Manpower Training).

Mr. Newkirk said he had the authority to recommend, reject, or accept professional services contract bids to the PUC on the basis of affirmative action position with employees and minority (entrepreneurship) participation.

- Affirmative Action on Wastewater and Yerba Buena Center Design Contracts - Ed Vurek, Essie Thomas and Vicky Rathbone.

Mr. Vurek gave the verbal report from the extensive written text, with appended statistical tables. What follows in these Minutes is taken from this report.

The massive San Francisco Wastewater Project was necessitated by San Francisco's need to bring its sewage system up to federal regulations. The agencies enforcing regulatory action include the Regional Water Quality Control Board, the State Water Resources Control Board and the United States Environmental Protection Agency. It is estimated that San Francisco will award $1.5 billion in contracts during an 8 to 10-year period to complete design and construction of the new wastewater system. The City began awarding contracts in the Spring of 1976, to architectural, engineering and environmental study firms to begin design of the project.

Design contracts are awarded as a result of consideration of proposals from various firms, rather than a competitive bidding process as in construction contracts. Each firm desiring to do so submits a proposal in response to a Request for Proposal (RFP). The RFP includes job specifications and other obligations a potential contractor must meet. "Other obligations" include an approved affirmative action agreement with the Human Rights Commission in accordance with the provisions of Chapter 12.B.

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It is at this point that the HRC staff rates on a maximum 10-point basis (5 for minority participation and 5 for employment) the contractor's bid. This rate is forwarded to the awarding agency (Wastewater or Yerba Buena) which incorporates it into the 100-point maximum rating it then gives in making an award.

The HRC Wastewater staff consists presently of three people, working as a team at each step:

1. Attending pre-proposal meetings and answering questions concerning the HRC's role,

2. Attending pre-selection or final selection interviews to explain the HRC's function and elaborate on its expectations,

3. Meeting with the selected firms to negotiate affirmative action programs. Individual staff members may take on specific tasks, such as drafting of proposed programs, analysis of monthly reports, or phone calls to check on late reports. However, all meetings with employers and final program proposals are team efforts in order to see issues and problems from several points of view. There also are weekly meetings of the Employment Coordinator and HRC Wastewater Construction staff.

The process for HRC Wastewater staff begins when the firms desiring a contract submit proposals. Staff reviews initial employment data received in proposals and rates the firms according to affirmative action criteria. When a firm is finally selected for the job, HRC staff meets with representatives of the selected firm to negotiate an acceptable affirmative action agreement.

These agreements have included:

1. General statement of nondiscrimination in employment conditions in accordance with Chapter 12.B,

2. Agreement to disclose names of all sub-contractors of their obligation to comply with 12.B,

3. Expanded recruitment efforts,

4. Specific goals for the hiring of minorities and women,

5. Agreement to utilize existing training programs,

6. Reporting requirements during the term of the agreement.

The contents of agreements are not restricted to these elements if additional measures are deemed necessary.

Background

Initially, on the Wastewater Project, HRC staff had concentrated on employment efforts. The Wastewater Management staff had two Affirmative Action officers assigned to conduct negotiations with contracting firms for minority business participation. It had been the practice of the HRC staff to allow the Wastewater Management staff to handle final contracts as long as HRC requirements were met. This was done in the interest of establishing an effective working relationship.

However, several problems arose in connection with the attempt to jointly administer Chapter 12.B. There was difficulty in obtaining information from Wastewater Management on the amount of business given minority-owned firms in the design phase. Information obtained from contractors indicates the amount is far below the minimum encouraged by the HRC (10%).

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Woman-owned businesses are now being included in goals for business participation. A series of meetings, including staff from the HRC, Wastewater Management, the Commission on the Status of Women, and representatives of several womens' professional organizations (architects, engineers and planners), was held to discuss approaches to goal-setting. HRC staff has been negotiating a range of 5 to 10% for woman-owned business in design.

The HRC became even more aware of the need to assume responsibility for setting goals when it was approached by a representative of a group of minority businessmen. Firms in this group had been named as subcontractors by the Construction Management firm in its proposal. However, the firms had not heard from the CM since. All inquiries about specific work were met with vague answers by the CM. The group was concerned that they had been used by the CM to get the contract, or were to be treated as tokens.

The most crucial problem arose when Wastewater Management staff wanted the HRC to sign off on the Wastewater Construction Manager's contract which virtually allowed that firm to do the work of the HRC in all phases of affirmative action. The HRC Coordinator of Employment sent a letter to Wastewater Management outlining the areas that did not meet HRC standards, and explaining why HRC could not confer responsibility for maintaining the Nondiscrimination Ordinance on any other organization, let alone a private firm. There followed an exchange of letters modifying positions and a series of meetings between Wastewater Management and HRC.

In the meantime, an affirmative action oversight committee, composed of community leaders and appointed by Roger Boas, Chief Administrative Officer, investigated the matter. The committee met with concerned parties and presented a series of recommendations to Mr. Boas. These recommendations basically supported the HRC's position and stressed the need for an increase in the HRC staff to perform the required tasks. There is a resolution from Mr. Boas in front of the Board of Supervisors at this time. (see Director's Remarks portion of these minutes.)

The HRC staff has resumed total responsibility for 12.B enforcement, and is currently negotiating an affirmative action agreement with the Wastewater Construction Management firm which will include goals for business participation by minority and women-owned businesses.

Present Status

Currently, nine primary design contracts for Wastewater are being monitored by the HRC staff. The first of these was negotiated in August, 1976, and the remainder over a period of six months. In addition to the primary, there are 23 subcontracts in excess of $10,000 which must be monitored. The negotiations generally take several meetings between HRC staff and company representatives. Some of the common problems during the meetings are:

1. The firm feels they are being accused of discrimination.

2. The firm often has an affirmative action program "approved" by another jurisdiction, but which does not meet HRC requirements.

3. The firm feels the goals are unreasonable given the "availability" of minorities and women in their workforce.

4. The firm feels they are being asked to discriminate in reverse.

These problems are eventually overcome by persuading the firm that:

1. An affirmative action agreement is an attempt to remedy a particular situation, that is, a positive approach to a problem, not an accusation,

2. A specific program which meets HRC requirements deals more effectively with the problems the Ordinance is concerned with, and compliance with the Ordinance is a condition of obtaining contracts.

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3. "Availability" statistics usually indicate the number of minorities and women currently in the field, which HRC considers a result of previous problems; HRC goals attempt to reflect a reasonable balance between current employment figures and population figures for each group,

4. The affirmative action agreement is the firm's attempt to show good faith effort to achieve a remedy.

Monitoring the affirmative action agreements has not presented major problems as yet. Most firms submit their reports on a timely basis, or request an extension. In the infrequent case of the late report, a phone call will usually get the report quickly. A follow-up form requesting the report has been effectively used recently, as well. When a report indicates a problem recurring over a period of time, the HRC Wastewater team will meet with representatives of the firm to discuss reasons and remedies.

One problem in monitoring would arise if the Wastewater Construction Management firm were indeed to have the kind of power conveyed by the original CM contract. The CM would be the private contractor supervising the construction, and the affirmative action monitor, leaving the HRC only enforcement power in the case of a complaint. The overall workforce of the firms was 14.6% minority and 22% women when selected as contractors. As of June, 1977, the minority workforce increased to 23% and women to 25%. These increases, much more dramatic in the case of minorities, are a result of modified selection procedures by the firms. The overwhelming number of applications and resumes (71%) still come from white males usually unsolicited. They are the predominant group in the fields of architecture and engineering. However, when one of these firms has a minority or woman applicant they look closer at their qualifications. Increased applicant flow of minorities and women will occur as these groups become a larger part of this particular workforce. The HRC staff will also diligently seek new sources of referral for use by the design firms.

Minorities increased participation at every level of employment; 9% to 10% in management, 11% to 14% at professional level, 33% to 50% at the technical level and 35% to 41% clerical. Women increased from 9% to 21% in management and 10% to 13% professional. Minority women increased overall from 5.1% to 7.2% with the increase at the professional level from 1.8% to 3.5%.

While all minority groups experienced increases, the greatest was among blacks, from 2.5% to 6.1%. This achievement is especially rewarding because among the major minority groups (in size), qualified blacks were considered by employers the most difficult minority to find.

One of the components of HRC affirmative action agreements has been that employers initiate a relationship with the Engineering Society's Committee for Manpower Training (ESCMT). The employer and ESCMT staff determine the reasonable level of involvement. It may include taking on ESCMT trainees, for which the employer receives financial reimbursement, hiring from ESCMT referrals or financial support for the ESCMT program. The organization is also supported by industry professional societies. ESCMT staff is able to do effective screening for interest and potential among trainees. The ideal is that the trainee has a permanent job following completion of the training phase. During the period of August, 1976 to June, 1977 the firms in this report took on 13 ESCMT trainees, of which 11, or 85% were minorities. Six, or 46%, were blacks, accounting for some of the overall increase. Women accounted for 15%, or 2 of the trainees.

The HRC staff had not addressed itself to business participation goals during this period. As explained previously, it will now be negotiating such goals.

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From information the HRC has been able to obtain on Wastewater design contracts, the minimum goals (10%) of the HRC have not been met by Wastewater Management staff. In awards of $17,827,867 in contracts, $339,920 has gone to minority firms, or 1.9% of the total. The statistics compiled from the agreement reports indicate some very positive changes. Especially since the firms usually expressed initial doubt concerning success. However, there are obvious areas of concern. The increase in participation by women of only 3% suggests more attention must be paid to uncovering sources of women in the field. Firms with agreements will be encouraged to increase utilization of all minority groups by the establishment of revised goals. HRC staff currently is exploring expanded sources of recruitment and passing the information to the firms.

Future new and revised agreements will include goals for promotion of minorities and women, and business participation by firms owned by minorities and women.

YERBA BUENA CENTER PROJECT

The plan to build a Yerba Buena complex has been in process for many years. Numerous financial, legal and political problems have stalled its beginning. Financing of the design of Yerba Buena will come from both public and private sources. The City, with federal assistance, will design and construct the Convention Center which will be the central part of the complex. Most of the structures in the remaining areas of the complex will be privately financed. Several lawsuits involving such issues as relocation of former residents and businesses, and environmentalists' concerns about high rise proliferation and open space have been settled.

The Yerba Buena Convention Center staff, under the Chief Administrative Officer will administrate the YBC project. They will be responsible for final selection of firms to design the projcet and will coordinate the activities of involved firms. The HRC staff will assist in the selection process as described in the Wastewater section of this report. The YBC staff has agreed that the HRC will be solely responsible for implementing the affirmative action provisions of Chapter 12.B, including employment and business partic pation.

At the present time, three firms have been selected to begin work on design of the Convention Center:

1. An architectural firm to do the actual design of the Center,
2. A firm to make the environmental impact study and complete the report,
3. A construction management firm which will coordinate all areas of development including design and construction.

At present, $2,421,211 in contracts have been awarded, with an estimated $5,776,000 to be awarded before completion of the design phase.

The HRC staff has negotiated affirmative action agreements with the three firms. These agreements contain all of the elements discussed in the Wastewater section, including goals for business participation ranging from 10 - 25% for minority firms and 5 - 10% for women-owned firms. Specific goals will be based on staff analysis of resources available to a contractor in seeking minority and women subcontractors. The contractor will be responsible for demonstrating good faith effort to reach the goals. The HRC staff has compiled a statewide list of minority and women-owned firms for use by contractors, and will continue to seek additional resources.

The overall minority workforce percentage of the three YBC firms is 17.9%, with 7% Chinese the highest for individual minority groups. The affirmative action programs will emphasize increased participation by other groups, and especially minority women, only represented at 3.9%.

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The 36.3% for both minorities and women at the technical level is encouraging. Technical jobs in the design firms, generally the introduction to professional fields, include draftspersons, lab assistants and engineering aides. Increasing the level of minority and female participation at the technical level will develop people for the professional schools of architecture and engineering.

Mr. Vurek responded to Commissioners' questions following his formal presentation. Commissioner Solomon asked why the goal of 5 - 10% for woman-owned businesses was so low, and Mr. Vurek said it was because the HRC has been unable thus far to find a substantial number of woman-owned businesses in the primary contractor field, and even fewer minority woman-owned.

Essie Thomas and Vicky Rathbone were introduced and the three were commended by the Chair for their excellent report and work.

-- Minority Entrepreneurship in City Construction - A Status Report - Stanley Lim, HRC Contract Compliance Officer.

Mr. Lim, it was pointed out, presently comprises himself the entire permanent contract compliance staff for construction with the HRC.

He introduced a number of persons with whom he has worked:

Mr. Ben Hattem, Affirmative Action Officer, Redevelopment Agency.

Mr. Lon Hanke, Manager, San Francisco Office, Associated General Contractors.

Ms. Tala Suafai, replacing Ms. Coke Anoai, CETA assistant to Mr. Lim.

Mr. Lim formally acknowledged with thanks the contribution of the costs of reproduction of his 29-page written and statistical table report by the Department of Public Works and the Bureau of Architecture.

What follows is excerpted from Mr. Lim's written report.

This report on minority contractors' and minority truck owners' and operators' participation in City construction contracts is the first organized statistical analysis made since the adoption(on August 24, 1976, and re-affirmed on March 24, 1977) of the Human Rights Commission's program on minority entrepreneurship. This analysis is based on 23 currently active construction contracts--15 projects with specific minority entrepreneurship requirements and eight awarded prior to the adoption of the program without similar requirements.

As of July 31, 1977, all City-funded (wholly or partially) construction contracts totaled $197,324,911. These represent the various owners or users within City government from the Recreation and Park Department to the Community College District. By far the largest number of contracts awarded are by or through the Department of Public Works. The other major awarding agency is the Airports Commission. The combined amount of DPW's massive Wastewater Program projects and the Airport projects is nearly $158 million or slightly over 80% of all contracts.

Minority contractors', truck owners' and operators' participation in these City construction contracts totaled $15,321,009, or 6.7% of the current contracts. By ethnic breakdown: $2,680,007 (1.4%) were awarded to Black contractors; $7,335,544 (3.7%) to firms whose owners are Spanish-Origin persons; $2,456 621 (1.2%) to Asian construction companies, and $848,837 (0.4%) to various racial minority truck owners and operators. In contracts with specific minority entrepreneurship requirements, total minority participation is higher. The breakdown is as follows: Black: $2,655,766 (3.4%);

Spanish Origin: $3,805,152 (4.9%); Asian: $2,138,621 (2.7%) and Minority Truckers: $685,337 (0.9%) totaling $9,284,876. or 11.9% of the contracts. In contrast, without special entrepreneurship requirements, minority participation was only $4.036,133 or 3.5% of the total. The minority participation was 6.7% when both of these groups (with and without entrepreneur requirements) are taken together.

Because of the "flexible" requirements in minority entrepreneurship, the level of minority participation is not necessarily uniform in each contract. The type of construction and the cost become factors in determining the required percentage.

Although we have no ready data on similar programs available for comparison, there are other reports made public that would offer some indication of how effective the HRC program has been. Consideration must be given to the types of contracts, the method of calculating the percentage of minority participation, etc.

According to a report released by the San Francisco Unified School District, minority firms have received $7.9 million (33.3%) in 20 Field Act Reconstruction (earthquake-proofing) contracts since its program on minority entrepreneurship went into effect in the fall of 1975. This relatively high level of minority participation was possible because of more subcontractable work available in "building construction" contracts than "heavy engineering" contracts. Most under HRC monitoring are in that category. In the HRC's analysis of building construction contracts, minority contractors received a much higher share, from 18.4% to 29.8%, than heavy engineering contracts.

Comparing available statistics at the federal level, in a report published by the U. S. Commission on Civil Rights, federal contracts for supplies, services and construction awarded to minority-owned firms by 24 agencies during fiscal 1972 amounted to $593 million, but only 0.7% of the total. Some of the federal agencies did not have specific requirements on minority business participation at that time.

After its first year of operation, Mr. Lim stated, the HRC program has demonstrated its effectiveness in fulfilling its goals as intended in most areas. For example, with the exception of American Indians, contractors of Black, Spanish-Origin and Asian background each shared a good proportionate amount of the total contracts awarded to minority firms. Minority truck owners and operators fared equally well in contracts requiring dirt hauling. This was not possible in previous years. Perhaps one of the most crucial needs here, Mr. Lim said, is to develop a method to insure a wider distribution of work to a larger number of minority truckers so it will not be concentrated among a few brokers.

The core of the HRC program is the basic set of goals adopted by the Commissioners. However, the program has already been augmented by several important admendments suitable for the Wastewater program, and the Public Utilities Commission and Airports Commission projects. The San Francisco Redevelopment Agency is planning to develop a separate program, based on the HRC core program, for the pending Yerba Buena Convention Center project.

Mr. Lim referred during his presentation to supportive statistical tables, which are attached to these Minutes. His written report also included an explanation of his data-gathering technique, sources of information, the HRC's early emphasis on the need for minority inclusion in the huge City construction contracts granted each year, the background on development of the HRC Minority Entrepreneurship Program, and the spelling out, with City departments, of such a program with goals ranging from 10% to 25% (depending on the amount of the contract). Specific factors in this program, called Establishing Goals for Equal Opportunity in Entrepreneurship, were explained.

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He pointed out that a due process procedure is provided in the event a bidder fails to meet the required goals, so that there is an opportunity to be heard on why they could not be met.

The program, he explained, does not recognize women-owned firms as "minority" entrepreneurs.. During the hearings on the program, there was no evidence on the number of availability of availability of construction or trucking firms owner by nonminority women, so no goals were set until a more thorough appraisal could be made.

Based on the HRC's findings in the first year of operating, he reported, the program has shown that:

1. There is no concrete proof that contracts with minority business requirements automatically cost higher than the intended (estimated) cost. In 15 contracts with minority entrepreneurship goals, seven exceeded the estimate. However, in seven contracts without similar requirements two were over the estimate. In both instances, the range of the excess is about the same.

2. Contrary to speculation that minority participation would be difficult because of bonding and insurance requirements, a substantial number of qualified minority contractors has been able to meet such requirements. The HRC has heard of no case where a minority contractor or subcontractor was disqualified because of the lack of bonding or insurance. Many minority contractors formed joint ventures at the general contractor or subcontractor level with majority firms as a way of bolstering financial strength and qualifying for bonding.

3. There has been no question as to the ability of minority contractors. Based on observations of some awarding department officials, performance of minority contractors are on par with established non-minority contractors. This was also confirmed by an informal poll conducted by HRC with all of the City's awarding agencies.

4. Except for a few protests and allegations on the question of true ownership of minority firms, which later proved to be groundless, all of the firms investigated shown properly-documented minority ownership. Some of the protesters wanted the HRC to conduct audits on some of the "questionable" firms. However, the HRC is not equipped to carry out such a function at this time.

The following points were emphasized by Mr. Lim as being essential to more effective enforcement of the minority entrepreneurial program:

1. There is inadequate staff at the HRC at present to handle the increased volume of work relating to the minority entrepreneurship requirements of the Wastewater program, the Yerba Buena project, and the Airport Expansion program. Four additional professional level staff members are needed for monitoring and related functions. Certain matters such as the pre-award contractors' verification process and the complaint procedure cannot be delegated to another agency. The HRC's own staff must bear the ultimate responsibility.

2. Now may be the appropriate time for inclusion of goals for nonminority women-owned firms' participation in City construction. The Commission on the Status of Women should be requested to conduct a survey on the availability of nonminority (and minority) women-owned constructionfirms. If the results warrant it, the HRC program should be revised to include goals for women-owned firms in addition to goals for minority business enterprises.

3. On the HRC program's next annual revision, parts of its existing language regarding conditions of compliance should be clarified. The dual sets of goals (one for general building construction contracts and the other for heavy engineering works) may need to be re-evaluated also.

4. To insure accurate information in the final results of minority contractors' participation in each project, an auditing procedure should be established. Every completed project record should be checked and verified by professional auditors. The HRC will need additional funds for this audit.

5. The current limit of monitoring only contracts at $250,000 or more will continue. If staff is asked to include contracts at $10,000 and up as suggested by some, the HRC monitoring caseload will be nearly ten-fold to maintain an acceptable level of work.

6. The heads of all City awarding agencies should provide maximum publicity on contracting opportunities for minority contractors. In announcing invitations for proposals of any major contract, they should go beyond the present required posting of a notice in a "conspicuous place" at City Hall and a space advertisement in the Daily Pacific Builder and one of the dailies. They should place regular announcements in the various ethnic community newspapers in San Francisco as well. The cost is minimal and the result will be more interested bidders and, probably, lower bid prices.

7. The larger awarding agencies such as the Department of Public Works, the Public Utilities Commission, and the Airports Commission can and should assist minority contractors by conducting workshops and seminars to acquaint them with the bidding process and the technical aspects of bid preparation. Although there are some minority contracting groups offering general technical assistance, the agency's direct involvement tend to encourage more minority contractors' participation. The Commission staff is willing to assist such worthwhile ventures.

Statistical tables appended to Mr. Lim's report showed a breakdown analysis of minority contractors' participation (as of July 31, 1977) in the 23 contracts, giving the name, contract amount, name of general contractor, stage of completion, and a minority participation breakdown showing type of work, name of firm, its ethnic identification, its contract amount and what percentage of the total contract this represented.

In summary, Mr. Lim said, "As no single program can solve all of the social or economic problems within this City, we have achieved a measureable degree of success as well as encountered much frustration during the initial period of operation."

Acting Chairperson Fine commended Mr. Lim for the thoroughness of his report. He noted that Mr. Lim's final observations were not formal recommendations, but that the Administrative Committee would be asked to note the additional staff recommendations in budget considerations for 1978-79.

Commissioner Maxwell suggested that workshops and seminars referred to could be handled through the Community College District or via the Associated General Contractors.

Lon Hanke, of the Associated General Contractors, noted that there would be problems in monitoring for woman-owned firms, because many small firms are jointly owned by a husband and wife, so that although they are half-owned by a woman they could not be considered a (minority) woman-owned firms. He stated also that many minority firms refuse to bid as such.

In response to Mr. Hanke's comments on legal challenges by contractors in the state to affirmative action requirements, Commissioner Maxwell called specifically for the integration of social responsibility considerations into economic and business policy.

Acting Chairperson Fine commented that the ultimate solution will not be in the courts, but in the community, and that the attitudes people who have the power through vested interests will have a great deal to say about whether that solution will take place in the streets or around the conference table. An enlightened attitude, he said, would be better than litigation.

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YOUTH AND EDUCATION
Sister Bernadette Giles, Chairperson
Donna Solomon, Co-Chairperson

- Amendments to Recommendations for the Reduction and Elimination of Suspensions in the San Francisco Unified School District.

Commissioner Solomon referred to a letter sent to Superinten of Schools Robert F. Alioto following the Committee's meeting on October 20th listing eight specific concerns it had about the October 12th memorandum to the Superintendent from the Associate Superintendent, Office of Instruction, John L. Cleveland. The text of this letter was provided in advance to each Commissioner. Ms. Solomon said the Office of Superintendent was pleased to receive this letter and asked that the Committee continue to be involved in this issue.

- Impact of Flexible Scheduling on Students.

At the October 20th meeting, Barton Knowles, retired principal of Lowell High School, and Ted Scourkes, principal of Mission High School, were present to discuss this issue. The Committee felt that some of its questions were not answered at this meeting, and it has written to Dr. Yvette del Prado, Associate Supt., Instructional Support Div., asking that she respond to nine questions.

- Letter to Chief of Police Charles Gain Regarding Police Department Plans for Halloween Parade in the Castro Street Area.

This letter was sent on behalf of the Commission in response to concerns brought to it and the Gay Advisory Committee about the safety of citizens in the Castro Street area connected with the Halloween parade, and it asked for a response on what plans are being made to minimize problems between young people and the Gay Community.

NEW MATTERS

- Commissioner Maxwell announced that Robert H. Bradford has requested appointment as a member of the Housing and Urban Development Committee.

- Director Mickins introduced two new staff members, Jose Robles, the new Filipino Liaison Worker, and Lireil Harden, a new Black Liaison Worker.

CALENDAR MATTERS

The next regular meeting of the HRC, the only one in November, will be Thursday, November 17th, at 9:15 a.m., in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, November 3, 1977 9:30 a.m. Grace Cathedral Cathedral House Library 1051 Taylor Street - San Francisco
Gay Advisory	Tuesday, November 29, 1977 12 Noon HRC Offices - Room 509 1095 Market Street - San Francisco
Housing & Urban Development	Wednesday, November 2, 1977 1 p.m. HRC Offices - Room 509 1095 Market Street - San Francisco
Social Programs	To be announced

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Police Liaison	Tuesday, November 22, 1977 4 p.m. Lurie Room, Main Library Civic Center - San Francisco
Youth & Education	Thursday, November 3, 1977 3:30 p.m. Thursday, November 10, 1977 3:30 p.m. Grace Cathedral Cathedral House Library 1051 Taylor Street - San Francisco

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM:JC:pa
11/3/77

Summary of Minority Contractors' and Minority Truckers' Participation in Projects Monitored by HRC as of July 31, 1977

A. Contracts with Minority Entrepreneurship Goals:

	Project Name	Award'g Dept.	Date of Award	General Contractor	Contract Estimate	Base Bid Price	Minority Particip. %	Black	Spanish Origin	Am. Indian	Asian	Minority Own/Opr.
1.	Chinese Playg/ Rec. Bd.	DPW/RP	12/22/76	J. K. Tom Const.	$ 228,000	$ 290,000	29.0%	-	-	-	$ 79,000	-
2.	GG Park Child/ Playg.	DPW/RP	12/22/76	Collishaw Co.	$ 300,000	$ 394,000	29.8%	-	$ 32,320	-	$ 85,000	-
3.	Dtn. Comm. Coll.	DPW/CC	6/20/75	Dickman Const.	$ 6,215,000	$ 5,460,000	18.4%	$349,000	$432,042	-	$393,217	$ 30,337
4.	BVHP Hlth. Ctr.	DPW/PH	9/24/76	Nibbi-Lowe, JV	$ 1,165,000	$ 1,245,000	22.1%	$247,284	$ 19,576	-	-	$ 19,000
5.	Soc. Patient Care Un.	DPW/PH	2/16/77	Arntz Bros,JV	$ 550,000	$ 602,700	23.5%	$ 17,000	$ 90,936	-	-	-
6.	Remodel. Ward 35	DPW/PH	3/9/77	Arntz Bros,JV	$ 450,000	$ 466,500	27.6%	$ 6,900	$ 31,413	-	$ 92,000	-
7.	Ch. Outfalls Con. C-1	DPW/WW	4/29/77	Dan Caputo Co.	$17,207,199	$ 8,897,078	11.8%	-	$992,905	-	-	$135,000
8.	N.S.Outfalls Con. N-3	DPW/WW	5/13/77	Granite-Yamanishi	$18,995,486	$ 11,693,705	9.1%	-	-	-	$996,833	$ 75,000
9.	Islais Crk. So. Outfl.	DPW/WW	6/15/77	P. Klewit-Trans Bay	$10,174,195	$ 7,057,859	9.9%	$517,571	$158,000	-	-	$ 25,000
10.	Ch. Outfalls Con. C-2	DPW/WW	6/21/77	H.J. Olsen-Francis	$12,200,000	$ 4,685,713	11.8%	$448,777	$ 70,500	-	-	$ 35,000
11.	Ch. Outfalls Con C-3	DPW/WW	7/15/77	Underground-Mosemen	$10,500,000	$ 8,035,245	10.2%	$733,357	-	-	-	$100,000
12.	Airpt. Runway Pav'g	APC	4/5/77	McGuire-Hester	$ 2,972,000	$ 2,272,069	2.0%	-	-	-	-	$ 40,000
13.	Airpt. Exp. Elec. Sys.	APC	5/2/77	H. J. Olsen, Inc.	$ 3,850,000	$ 3,897,000	12.2%	$135,877	$237,460	-	$ 53,531	$ 26,000

	Project Name	Award'g Dept.	Date of Award	General Contractor	Contract Estimate	Base Bid Price	Minority Particip.%	Black	Spanish Origin	Am. Indian	Asian	Minority Own/Opr.
14.	Airpt. Garage Stg. V	APC	5/17/77	Titan Pacific	$11,690,000	$13,925,744	12.9%	-	$1,740,000	-	-	$ 50,000
15.	Airpt. Nor. Term. Bd.	APC	5/17/77	Piombo Corp.	$10,800,000	$ 8,131,587	9.9%	$ 200,000	-	-	$ 439,040	$150,000
			SUB TOTAL		$107,396,880	$78,054,200	11.9%	$2,655,766 (3.4%)	$3,805,152 (4.9%)	-	$2,138,621 (2.7%)	$685,337 (0.9%)
	B. Contracts Without Minority Entrepreneurship Goals:											
16.	City C. Soc. Sci. Bd.	DPW/CC	8/23/74	The Pacific Co.	$5,782,825	$6,757,300	0.3%	-	-	-	-	$ 15,500
17.	Adm. Bd. Dept of Soc. Services	DPW/SS	3/10/76	Wm. Simpson Co.	$7,950,000	$6,629,000	2.7%	-	$ 175,492	-	-	-
18.	UN Plaza & Fountain	DPW	6/2/76	Homer J. Olsen	$1,453,282	$1,580,280	1.1%	-	$ 10,900	-	-	$ 5,000
19.	Mkt. St. Reloca.	DPW	3/18/77	Homer J. Olsen	$2,073,746	$2,044,636	6.2%	$ 4,000	$ 23,000	-	$80,000	$ 6,000
20.	Nort Pt. Cr. Twn. Ch. Pump St.	DPW	8/27/76	Cahill Const.	$19,316,079	$13,192,992	7.2%	$ 20,241	$ 933,000	-	-	-
21.	Airp. No. Term Bdg.	APC	3/1/76	F.P. Lathrop Co	$24,700,000	$19,421,491	12.9%	-	$2,210,000	-	$ 238,000	$ 30,000
22.	Airpt. H & I Connector	APC	4/20/76	F.P. Lathrop Co	$23,000,000	$20,516,157	0.2%	-	-	-	-	$ 32,000
23.	Airpt. Garage Stg IV	APC	7/8/76	Rt. E. McKee Co	$54,755,000	$49,128,855	0.6%	-	$ 178,000	-	-	$ 75,000
			SUB-TOTAL		$139,030,932	$119,270,711	3.5%	$ 24,241	$3,530,392	-	$ 318,000	$163,500
			GRAND-TOTAL		$246,427,812	$197,324,911	- (6.7%)	$ 2,680,207 (1.4%)	$7,335,544 (3.7%)	-	$2,456,621 (1.2%)	$848,837 (0.4%)

Explanatory Notes:

1. Each project is classified according to its owner or user in the order of the date of award. With the exception of the Airport projects, which are awarded by the Airports Commission, all others are processed and awarded through the Department of Public Works (DPW) even though the Department may not be the user. Symbols used to represent City Departments are: RP - Recreation and Park Department; CC - Community College District; PH - Department of Public Health; SS - Department of Social Services; WW- Wastewater Program and APC - Airports Commission.

2. Contracts listed under A, numbered 1 to 15, have built-in specific provisions requiring minority contractors' and minority truck owners-operators' participation. The goals in most cases are flexible due to the amount of the contract or the type of construction. Those listed under B, from 16 to 23 do not have the same requirements. However, the bidders were required to utilize their "best efforts" to include minority contractors and owners-operators. A fuller discussion is found in the narrative.

SL:pa
10/7/77

DOCUMENTS
DEC 9 1977
SAN FRANCISCO PUBLIC LIBRARY

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of November 17, 1977

NEXT MEETING: Thursday
December 8, 1977
9:15 A.M.

Commission Room, Third Floor
Main Library, Civic Center

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings

ROLL CALL

Commissioners

Present: David Yamakawa (presiding), Vernon Alley, Carlota del Portillo, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Antonio Grafilo, Sylvester Herring, John Morrissey, Dan Silva, Donna Solomon, Nadim Zarour.

Excused: Phyllis Lyon, Enola Maxwell

Staff

Present: Grant S. Mickins, Frank Anderson, Jack Casford, Chester Chew, Linell Harden, Joe Meza, David Prowler, Wayne Redus, Gail Roberts, Jose Robles, Tala Suafai, David Treanor.

Pledge of Allegiance

The Minutes of October 27, 1977 were approved.

CORRESPONDENCE

- From Stephen La Plante, Jail Ombudsman, a copy of a memorandum to Richard D. Hongisto, Sheriff, on the Hunger Strike Resolution Agreement. The document referred to an October prisoner hunger strike at the City and Connty of San Francisco Jail No. 1, and made a number of recommendations on food service procedures and policies. Chairperson Yamakawa, who received a copy of this memorandum, had been asked to help mediate the dispute when it occurred, and visited the jail.

- From Yvette del Prado, Associate Superintendent, Instructional Support Services, San Francisco Unified School District, responding affirmatively to the HRC's formal inquiry about multicultural education. She reported that the District is setting up a Curriculum Task Force, which is writing a curriculum plan to be "part of the Redesign Multicultural education in our approach for our total curriculum."

- From Sandra Wexler, The San Francisco Foundation, to Commissioner Lyon, commenting on the latter's attendance and suggestions to the Foundation regarding current funding patterns and effectiveness in dealing with the concerns within the gay/lesbian community.

- From Gilbert H. Boreman, Clerk of the Board of Supervisors, notice of the Board's approval of a proposed Conflict of Interest Code for the HRC, and copies of a State of Economic Interests, Short Form for Designated Employees. (See Director's Report)

- From Richard Sklar, Program Coordinator, San Francisco Wastewater Management, a copy of a letter to Ted Frazier, San Francisco Coalition, further commenting on Mr. Frazier's letter of September 29th with reference to a verbal agreement between the Coalition and the Wastewa ter Program to being "involved in the negotiation process" to the effect that, according to Mr. Sklar, no verbal or written agreement exists as stated.

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- From Vonda del Prado, Director, Employment Services, San Francisco Department of Human Resources, regarding the HRC's formal request to be included in the Affirmative Action Plan Development Process. Ms. del Prado also informed the Commission that the District is setting up a multicultural education in our approach for our total curriculum.

- From Sandra Wexler, The San Francisco Foundation, to Commissioner Lyon, commenting on the latter's attendance and suggestions to the Foundation regarding current funding patterns and effectiveness in dealing with the concerns within the Bay/Lesbian community.

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- From Thomas M. O'Connor, City Attorney, a copy of a letter to Supervisor Dianne Feinstein, responding to her inquiry into the power of the Board of Supervisors to enact legislation extending the nondiscrimination in employment by City contractors in Chapter 12B of the San Francisco Administrative Code to business and industries located in San Francisco but without a contractual relationship with the City. Mr. O'Connor stated that the Board cannot extend Chapter 12B to private industry and housing.

- From E. L. Edwards, Jr., Executive Director, San Francisco Phoenix Corporation, confirming a request that the HRC support the retention of the Phoenix Corporation as an employment resource for newly-released ex-offenders. Attached to the letter was a copy of a letter from Mayor Moscone of the same date, addressed to "Concerned Citizen" and urging members of the business and funding community to consider the monetary needs of the Phoenix Corporation for emergency survival cash donations.

- To Assemblyman Art Agnos, from David Prowler, HRC Housing Specialist, following a breakfast meeting with the Assemblyman on housing by enclosing a copy of a proposed speculation tax, drafted as an amendment to the City's Real Property Transfer Tax.

DIRECTOR'S REPORT

- Conflict of Interest Code

Director Mickins discussed Mr. Boreman's memorandum and copies of pertinent documents (see Communications). He answered questions from Commissioners regarding the deadline (November 29th) for filing HRC members' forms.

- Board of Supervisors' Resolution Re: HRC Staff Expansion for Wastewater Management/Yerba Buena Affirmative Action Work.

A copy of the full Resolution, adopted October 24th by the Board, was read. It "approve(s) the concept of increasing the staff of the Human Rights Commission by using Wastewater Management and Yerba Buena Convention and Exhibit Center funds channeled through the Chief Administrative Officer subject to each request for additional staff being reviewed and approved by said Board of Supervisors."

Mr. Mickins said that the Chief Administrative Officer presently is unwilling to increase his original commitment to authorize funding for three professionals (Affirmative Action Officers) and one clerk. The HRC, however, had requested more positions, and on this date was submitting a revised budget for reconsideration by the Finance Committee of the Board of Supervisors.

- At the request of Commissioner del Portillo, the agenda order was altered to take the report of the Youth & Education Committee at this time.

STANDING COMMITTEES

YOUTH AND EDUCATION
Sister Bernadette Giles, Chairperson
Donna Solomon, Co-Chairperson

- Recommendation on the Administration of Adult Education.

The Committee heard staff representatives from the San Francisco Community College District and the Unified School District at its November 10th meeting in a discussion on the current issue of administrative functions of each entity in the conduct of the adult education programs in the City.

Commissioner Giles gave a brief summary of the issue, which arises out of the School District's intention to offer two kinds of special education:

1. In-service training for its teachers,

2. Parent-effectiveness training for parents of its students, and teaching adults and students at John O'Connell School of Technology.

The question under debate, then, has been which of the two educational districts should administer these aspects of adult education. The Community College District (when its governing board became an independent unit in 1969) has assumed the adult education function of the Unified School District which at one time directed all public education in the City.

Commissioner del Portillo gave further explanation of some community concerns in this adult education issue.

After reading of a proposed HRC statement from the Committee in full, Commissioner del Portillo asked that two sentences be deleted, and with this change agreed upon, it was

**** m/s/c that the HRC adopt the statement and send it to the San Francisco Board of Education and the Board of Governors of the San Francisco Community College District.

The statement is:

The Human Rights Commission, recognizing the viability of both the Community College District's and the Unified School District's programs in adult education, urges that the respective governing board and staffs work through their problems in the delineation of administrative function. It recommends that this be done in a manner that will avoid duplication of programs and ensure long-range planning by the Community College District. Expanded adult education programs should be designed and administered to best meet diverse community needs.

Commissioner del Portillo said she felt that the Youth & Education Committee meeting on this issue with both parties to the issue had been highly effective.

EMPLOYMENT

Rabbi Alvin Fine, Chairperson
Carlota del Portillo, Co-Chairperson

- Request for Action: Urging Civil Service Commission Attention to Translation of All Its Official Documents into Accurate and Idiomatic Spanish, Chinese, or Whatever Other Language May Be Needed.

Commissioner del Portillo had raised the issue of what she said was an "inaccurate and misleading" translation of employment information in a Spanish language version of a Civil Service Commission booklet entitled, "How to Apply for Jobs."

Commissioner del Portillo said that it was her feeling that the poor translation referred to reflects attitudes towards non-English-speaking persons. She said she has also seen these attitudes in materials sent out by federal and other public agencies.

Frank Anderson, HRC Employment Representative, said that having Commissioner del Portillo assist HRC staff in presenting these concerns to the CSC would be helpful.

It was then,

**** m/s/c that the HRC ask its staff and Commissioner del Portillo to meet with the Civil Service Commission staff to insure that translation of all official documents be into accurate and idiomatic Spanish, Chinese, Tagalog, or whatever language is needed.

- Report and Recommendations on Affirmative Action: Principles and Priorities.

Wayne Redus, HRC Coordinator of Employment, was asked by Commissioner Fine to review the background of the draft documents:

HRC Principles of Affirmative Action in Employment, and HRC Priorities in Employment. These two documents were presented first as one recommendation package for discussion.

Mr. Redus first introduced two members of the HRC's Employment Committee present: Ms. Lynn Dykstra, National Culinary Apprenticeship Program, and Mr. Boyd Fottrell, Employment Manager, Bay Area, Pacific Telephone & Telegraph Company.

Mr. Redus then gave a summary of the work leading to the submission of the draft documents for HRC consideration.

This report, he said, represents a year's work by the Employment Committee and HRC staff. The issues came from three requests to the Committee by the HRC.

I In December, 1976, Darrell Salomon, President of the Civil Service Commission, presented a proposed amendment to the Civil Service Rules to the HRC for endorsement. This proposed amendment was entitled Rule 1.03: Affirmative Action Plan. Rule 1.03 was referred to the Employment Committee for analysis and recommendation. In January, 1977, a work group of Employment Committee members was formed to discuss, with staff, specific areas of concern. Subsequently staff drafted a proposed response, which was presented to the HRC at its February meeting, and recommended adoption. In the meantime, however, a revised draft of Rule 1.03 was presented to the HRC by Mr. Salomon. The HRC, nevertheless, adopted the Employment Committee's proposed response, which then became the basis of evaluation of Mr. Salomon's revised draft of Rule 1.03. Caryl Mezey, then HRC Chairperson, presented the staff - prepared response to the Civil Service Commission in March, 1977. The proposed amendment subsequently was adopted by the Civil Service Commission. As a result of this involvement, Civil Service affirmative action assumed priority level for the Employment Committee.

At the beginning of 1977, the HRC's standing committees were asked by the chairperson to report their priorities. The Employment Committee began its discussions in March. It reviewed several documents, including a staff discussion of goals for 1977, and a summary of its area of responsibility entitled Employment Committee: Purpose and Program. These discussions on priorities became a regular item on the Employment Committee's agenda.

II Mayor George Moscone requested, early in the year, that the HRC assist him to formulate a position on human rights. Chairperson Mezey, on March 8th, requested that Commissioners report their suggestions to her in writing.

III On April 6th, Commissioner Nadim Zarour proposed that a committee be appointed to; 1) research and define "Affirmative Action", 2) review HRC programs, and 3) submit a report to the Mayor. Commissioner Zarour's letter was referred to the Employment Committee, for its meeting of May 5th.

Thus, the Employment Committee was involved in three projects that went to the very core of the HRC's involvement in employment issues: 1) Civil Service affirmative action, 2) Employment Committee priorities, and 3) a redefining of affirmative action principles. In June, the Committee began to plan its course of action.

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It is hoped, said Mr. Redus, that the Committee's recommendations will serve as bases from which the Human Rights Commission, its Committees and staff, the Mayor, and citizens of San Francisco may renew efforts at bringing about true equal employment opportunity in San Francisco.

Mr. Redus reported that Frank Anderson of the HRC staff will be making a report in January on the status of the Civil Service Commission's Affirmative Action Program. Mr. Anderson has worked with a committee drawing up this program for some time.

The HRC at this meeting was asked to consider five recommendations:

1. The first was a revision of the HRC's Principles of Affirmative Action in Employment originally adopted in 1972 and revised in 1973. This version specifies the basic elements of an affirmative action program, and discusses goals and methods in each of the following areas: recruitment, training, testing and selection, job analysis, measurement and accountability, goals and quotas, upgrading and promotion, seniority, layoffs, employee associations and labor unions, revision and communication, and, finally, good faith and cooperation.

2. The second pertains to the San Francisco Civil Service, and makes specific recommendations for action on: an affirmative action plan, the Rule of Three, selective certification, past experience, alternative employment, and training.

3. The third pertains to employment in the private sector, to which the major points above (re: San Francisco Civil Service) apply. The Committee noted, however, that private employers have much more discretion and flexibility in the selection and promotion phases of the employment process.

4. The fourth pertains to Chapter 12B (the Nondiscrimination Ordinance) of the City Administrative Code, and calls for an ad hoc committee to study immediate and future needs for amendment of the ordinance by the Board of Supervisors.

5. The fifth, and last, pertains to the HRC's budget needs for implementation of the recommendations. It calls for establishment of an ad hoc committee to develop long-term plans for securing this increased budget support.

Commissioner Fine asked that emphasis be placed on recommendations calling for immediate action, in addition to those that were on-going. These were:

1. To re-distribute a copy of Principles of Affirmative Action in Employment to all identifiable City contractors, in addition to those employers who do not do business with the City.

2. Naming of an ad hoc committee by the HRC to study the immediate and future amendments needed for the Nondiscrimination Ordinance.

3. Appointment of a budget committee to develop a long-term plan of action to secure an adequate increase in the HRC budget.

After discussion on each of the five recommendations, it was

**** m/s/c that the HRC adopt them (as Principles of Affirmative Action in Employment and HRC Priorities in Employment), naming a committee to include staff, members of the Employment Committee, and Commissioners to take the documents to the Mayor personally, requesting a follow-up meeting with him and his staff on implementation.

Commissioner Zarour congratulated the Employment Committee on its work and achievement as the result of his original letter.

Commissioners Silva and Morrissey expressed specific concerns regarding, respectively, Civil Service test formats (Silva), and the involvement of labor

unions in the planning and implementation of affirmative action programs, and possible dropping of some academic requirements in some jobs.

It also was voted to write the Mayor in the cover letter for the Principles of Affirmative Action in Employment and HRC Priorities in Employment stating that no affirmative action program can be successful without intensive job development, and asking that the City government devise and implement long-range, coordinated job development program.

Commissioner Fine paid special tribute to the contributions of Wayne Redus to this year-long project, to Commissioners del Portillo and Alley, and to members of the Employment Committee.

YOUTH AND EDUCATION

- Implication of Assembly Bill 530 (Hart), Relating to School Discipline, for the San Francisco Schools.

Copies of a summary of this bill, endorsed previously by the HRC and passed in the Legislature and signed into law by the Governor, were distributed.

The Youth and Education Committee met recently with Robert Figone, Supervisor of Pupil Services, SFUSD, to discuss this legislation.

Commissioner Giles reviewed major points of the bill, including the listing of specific causes for suspension (instead of "for good cause"), the requirement that parents be consulted, parent responsibility (up to $2,000) for student-caused damage, etc. She said that many of the concerns of the HRC regarding suspension policies and procedures were now a part of the legislation.

Commissioner del Portillo stated her reaction to the impact of this bill on School District policy.

Commissioner Giles reported that in-service teacher training on the letter and spirit of the legislation has been scheduled by the District.

Participation of parents, teachers, and the community was called for in the implementation of this in-service training.

Commissioner Silva took exception to the provisions (under causes for suspension) for possession or use of tobacco on school premises, and for "committing an obscene act or engaging in habitual profanity or vulgarity." He said that in giving drug education classes in public schools, he has found it inconsistent to be denied the use of common street language in giving drug-abuse training in a classroom.

- Report on the Community Development Plan for Fiscal 1978-79.

Chairperson Yamakawa urged that a reading of AB 530 be in the context of realizing that it is a restraint on the School District, narrowing the scope of suspensions.

HOUSING AND URBAN DEVELOPMENT
Enola Maxwell, Chairperson
Antonio Grafilo, Co-Chairperson

David Prowler, HRC Housing Specialist, was introduced by Director Mickins, who noted that the City annually receives between $25 and $30 million from federal Community Development funds, and that a report on how this money affects low-income housing, housing for the elderly, and other social issues the HRC works with was appropriate.

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Mr. Prowler reported on how funding had been allocated by the Mayor's Community Development Office in the present fiscal year 1977-1978. Copies of a printed report on these funds were distributed to Commissioners.

He explained how current fund application procedures differ from the past in that the local Office of Community Development now funnels money to programs in Model Cities, sewer and water programs, redevelopment, neighborhood and public facilities, etc. He described in further detail programs covered and committee structures, including the Technical Policy Committee, and the Citizen's Committee on Community Development.

The annual allotment to the City, he said, is $26,100,000 with "urgent need" funds which can be sought in addition. Four categories of needs and objectives are to be met with these funds: conservation of existing housing, development of new housing, improvement of neighborhood quality, and increasing economic development.

Mr. Prowler discussed in detail the funding for a number of specific projects.

NEW MATTERS

Director Mickins introduced and welcomed members of the San Francisco Coalition who were present. Questions regarding the Principles of Affirmative Action in Employment and other HRC agenda items were referred to Linell Harden, HRC Liaison Worker, who is the HRC contact with the Coalition.

CALENDAR MATTERS

The next regular meeting of the HRC will be Thursday, December 8, 1977, at 9:15 A.M. in the Third Floor Commission Room of the Main Library in the Civic Center.

STANDING COMMITTEES

Employment	Thursday, December 15, 1977 9:30 A.M. Grace Cathedral Cathedral House Library 1051 Taylor Street - San Francisco
Gay Advisory	Tuesday, November 29, 1977 12 Noon HRC Offices- Room 509 1095 Market Street - San Francisco
Housing & Urban Development	Wednesday, December 7, 1977 1 P.M. HRC Offices-Room 509 1095 Market Street - San Francisco
Police Liaison	Tuesday, November 22, 1977 4 p.m. Lurie Room, Main Library Civic Center - San Francisco
Social Programs	To Be Announced
Youth & Education	Thursday, December 1, 1977 3:30 P.M. Thursday, December 15, 1977 3:30 P.M. Grace Cathedral Cathedral House Library 1051 Taylor Street - San Francisco

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO
Minutes of the Meeting of December 8, 1977

NEXT MEETING: Thursday
December 22, 1977
9:15 A.M

COMMISSION ROOM, THIRD FLOOR
MAIN LIBRARY, CIVIC CENTER

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings

ROLL CALL

Commissioners

Present: David Yamakawa (Presiding), Vernon Alley, Carlota del Portillo, Rabbi Alvin I. Fine, Sister Bernadette Giles, Phyllis Lyon, Enola Maxwell, John Morrissey, Donna Solomon.

Excused: Antonio Grafilo, Sylvester Herring, Dan Silva, Nadim Zarour

Staff

Present: Grant S. Mickins, Frank Anderson, Jack Casford, Chester Chew, Jo Daly, Luis Escobar, Linell Harden, Stanley Lim, Joe Meza, Wayne Redus, Gail Roberts, Jose Robles, Tala Suafai, Essie Thomas, Jeff Wong

Pledge of Allegiance

The Minutes of November 17, 1977 were approved.

- Jeffrey Wong, the new Chinese Community Liaison Worker succeeding Douglas Chan, was introduced and welcomed to the HRC staff.

CORRESPONDENCE

- From Rocky Solas, Chairperson, Spanish Speaking Program Coordinators Council, inviting the HRC and staff to the Second Annual Hispanic Achievement Awards and Dinner Meeting on January 6, 1978, at the Presidio Officers' Club, at 6:30 p.m. Tickets at $12 obtaining from Jose F. Campos, 556-6200.

- From Christine Masters, Placement Director, Lincoln University Law School, announcing opening of the school's Placement Office, and its extern program for students.

- From Esther Marks, President, League of Women Voters of San Francisco, announcing "ERA: A Race Against Time" for Saturday , December 3, as part of its efforts to raise money to finance an effective campaign to secure ratification of the Equal Rights Amendment by March 22, 1979.

- From Marian A. Brislane, Director, Social Services Programs-Service, City Department of Social Services, informing that she is investigating the HRC's November 15th letter naming five children's treatment institutions not complying with the HRC request for (affirmative action) data. Ms. Brislane noted that all are in southern California, in Los Angeles County, and stated Los Angeles County may have the same reporting requirement.

- From Ms. Brislane, stating that she thought the HRC's proposed Affirmative Act on Agreement between private place institutions and the HRC was excellent, with one suggestion regarding the ethnic mix requirement as it might affect those institutions specifically developed to handle only one ethnic derivation, where the entire staff is of that ethnic derivation as well.

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- From the National Committee to Overturn the Bakke Decision, S.F. Bay Area Region, announcing a regional meeting at Potrero Hill Neighborhood House December 10th to complete plans for a National Week of Education February 19th - 25th.

- From William J. Mallen, Executive Director, Mayor's Criminal Justice Council, announcing his resignation, and reviewing the achievements over five years of the Council and its activities, including the Youth Service Bureau and the Mobile Assistance Patrol unit.

- From Mayor George R. Moscone, announcing deadlines for filing by commission appointees of papers under the Political Reform Act (the statements of economic interest).

- From Louise Billotte, Northern California Coalition for Full Employment, soliciting purchase of tickets to a fund-raising reception in honor of Mrs. Coretta Scott King and Murray Finlay.

- From Chuck Ayala, Chairman, American GI Forum Coors Boycott, soliciting HRC support for this union representation dispute of long standing with the Adolph Coors Brewing Company headquartered in Colorado.

It was noted by Wayne Redus, Coordinator of Employment, that this boycott support request had been discussed before the Employment Committee after a presentation before the HRC in 1973. The HRC did get involved with the attempt to establish affirmative action hiring programs with Coors distributors in the Bay Area, but did not wish to involve itself in the union dispute with the parent company out of state.

- From Ted Frazier, Chairman, San Francisco Coalition, introducing Prince McGrew, Field Representative of the Coalition, and liaison to the HRC.

- From Sherie Mawili, Director, and Richard Sorro, Project Coordinator, United Pilipinos for Equal Employment, following up on a discussion at the HRC November 6th, requesting that the HRC help the UPEE implement a project designed to identify employment utilization of Pilipino people. The project is funded through the Comprehensive Employment and Training Act, and administered through the Mayor's Office of Employment and Training. It seeks to identify available employment areas and the skills and professional experience the Pilipino community possesses to offer prospective employers.

Mr. Ed De La Cruz addressed the HRC briefly to outline the survey procedures and goals of the project. Director Mickins said that the HRC could make available its data on City contractors and assist in gathering data on other employment sectors in the City. Mr. De La Cruz said the survey will cover not only the major private sectors such as banks and insurance companies, but also suppliers to the Unified School District, for example. Visual surveys would be necessary, he said, in those cases where workforce reporting lumps Pilipinos with Spanish-Surname.

DIRECTOR'S REPORT

- Status of Wastewater Affirmative Action Staff Request.

The Clerk of the Board of Supervisors has required that the HRC's November 16th request for funding ($110,000) of staff positions and operating expenses to carry out affirmative action work on the Wastewater project be resubmitted as a supplemental appropriation, and the HRC has put its request in that form. It goes to the Mayor's Office for approval, then to the Board.

- New Commissioner.

The Rev. W. R. Drummer, pastor of the Little Zion Missionary Baptist Church, has been appointed a Commissioner, filling the position vacated by Lillian Sing. Rev. Drummer will be sworn in by the Mayor December 12th.

- Former Commissioner Wesley.

Chairperson Yamakama spoke with former Commissioner William Wesley recently, and learned that he has recovered from his accident injuries.

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Commissioner Wesley resigned from the HRC April 15, 1977.

- Supervisors-Elect.

It was suggested that Supervisors-elect be sent materials from the HRC, especially its Minutes. They will each be sent an HRC packet of basic information, the ordinances it carries out, its Annual Report for 1977, etc., and will regularly receive all materials once they are in office. It was suggested also that Supervisors-elect be invited to attend an HRC meeting, and some material be sent in advance of their swearing-in.

STANDING COMMITTEES

EMPLOYMENT

- Affirmative Action Progress Report on Women Apprentices in City-Funded Construction Contracts - 1977. - Suataute Anoai.

Ms. Anoai, who compiled this written report, is no longer on the HRC staff, and her material was reviewed verbally by Wayne Redus. What follows is adapted from Ms. Anoai's narrative report, with statistics updated.

The Human Rights Commission's official involvement in equal opportunity for women started in April of 1972, when amendments were added to Chapter 12B of the Administrative Code to include nondiscrimination on the basis of sex. By 1973, three women had been placed on City construction projects. Two main employers of women apprentices at that time were Williams and Burrows Inc., and William Simpson Construction Co.

The HRC had staff input in the initial stage of the screening and selection process for the position of Director of the Women In Apprenticeship Program. The WIA program is the only outreach program set up specifically to assist women to enter skilled trades. Shortly after this project started, they participated in compliance meetings conducted by the HRC for City construction projects. Although goals for women apprentices were not established in the HRC's affirmative action program at that time, the compliance staff encouraged City contractors to hire women as a good faith demonstration.

In 1974, the Women In Apprenticeship Program proposed amendments to the "Cal Plan" (California Plan for Equal Opportunity in Apprenticeship) to include affirmative action with goals and timetables for women. Established in 1971, the Cal Plan is the implementing device for equal opportunity in apprenticeship for minorities and includes sanctions for joint apprenticeship committees which do not comply.

In December, 1975, several public and private agencies and advocacy groups gave presentations before the HRC for endorsement of the amendments to the Cal Plan. Among those speaking were Ruth Drossel, then special assistant to the Chief of the State Division of Apprenticeship Standards, and representatives of the Women In Apprenticeship Program, Non-Traditional Jobs for Women, Black Women Organized for Action, and the Bay Area Urban League. Letters of support included those from the Women's Bureau, and the Painter's Union. The HRC endorsed the amendments to give women the advantages of the sanctions in the Cal Plan and its recruitment procedures.

In January, 1976, the California Apprenticeship Council met to consider the proposed amendments to the Cal Plan. The HRC endorsement was presented by Wayne Redus, Coordinator of Employment. The Council voted to adopt the amendments. Thus California became the first state to require goals and timetables for women in apprenticeship. The amendments caused some 600 joint apprenticeship committees to set percentage goals for hiring women that are realistic for their areas and specific trades. After these goals take effect, the number of women apprentices in California is expected to double.

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In September, 1976, the Human Rights Commission required percentage goals for women as part of the affirmative action program governing City construction contracts, becoming one of the first compliance agencies to establish official goals for women in the construction trades. Some compliance agencies in the state and federal levels of government are also in the process of establishing similar goals for women according to the level of availability and interest.

The minimum goals established for women apprentices in the Human Rights Commission's Affirmative Action Program for construction contracts were 7% - 10% for 1976; 10% - 12%, effective January 1977; 12% - 15% for 1978; and 15% - 18% for 1979. From May, 1976, to July, 1977, eleven women apprentices were placed in City construction projects. Seven were carpenters, two painters, and two plumbers. The overall percentage of women apprentices working in City construction was 3.2% for the first six months of 1977. The percentage shows an increase from the 1.6% reported to the Commission in March of 1976.

Prior to the inclusion of these goals, the effort to place women in City construction had been a frustrating experience for both the compliance staff and women seeking employment in City construction. Most contractors are reluctant to hire women for various reasons, ranging from the inconvenience of toilet facilities to the questionable ability of women to perform hard labor. Many contractors refuse to consider women because of stereotyped attitudes that construction has no place for women except in the office. Most overlook the fact that women have been performing "unfeminine" duties in a variety of industries for years. The only difference is that women worked at unskilled rather than skilled jobs and at substantially lower wage levels.

While stereotyped attitudes, practices, and language regarding women apprentices still exist, more and more women are entering apprenticeships for jobs in the skilled trades. With official goals for women, the compliance staff can effectively enforce affirmative action, as well as opening employment opportunities for women in City construction.

Statistics released by the State Division of Apprenticeship Standards show a 60% increase of women apprentices last year in California. There are 38 women with apprenticeship agreements in San Francisco and 15 are in the building and construction trades. Because of the high unemployment rate in the construction industry, most women who enter apprenticeship are found in the technical and service occupations. In San Francisco, the 15 women with apprentice agreements in the construction crafts are: carpenter apprentices, 7; electrician apprentices, 2; mill cabinet apprentices, 2; painter apprentices, 2; and one plumber apprentice.

An apprenticeship agreement is a written agreement between the apprentice and the program sponsor, usually a joint apprenticeship committee or in some cases an employer. The agreement sets the work process and outlines the responsibilities of the sponsor to the apprentice and the expected level of performance of the apprentice during the course of the program. These agreements are registered through the State's Division of Apprenticeship Standards and used in the statistical reports to determine the number of active apprentices.

The following list is the number of women, by trades, in San Francisco who this fall were available to go to work. The list was provided by the women in apprenticeship program.

Carpenters.....12 Women W/hunting license
Drywall.....2-3 Women W/hunting license
Electrician .....10 Women on the list estab. in 1977
Elevator Constructors.....2-3 Women on the list estab. in 1977
Iron Workers.....4 Women on the list estab. in 1976
Mill Cabinet.....20 Women on the list estab. in 1977
Painters.....10-15 Women W/hunting license
Plumbers & Pipefitters .....14 Women on the list estab. in 1977
Sprinklerfitters.....2 Women on the list estab. in 1976
Stationary Engineers.....2-3 Women on the list estab. in 1976
Tile Layers.....2-3 Women on the helper list
Tapers .....2-3 Women W/hunting license

A "hunting license" is given when an apprentice registers with a joint apprenticeship committee and receives a letter of subscription, which allows him/her to "hunt" for a job. When a contractor signs the letter with intention to hire, apprentices then become indentured and may be dispatched through the union. When the apprentice is working, an agreement is then registered through the State's Division of Apprenticeship Standards, and he/she is then considered active.

Some joint apprenticeship committees open up every two years. A test is given and a list is established according to test scores. Only those people on the list can be dispatched to a job in that particular trade for the life of the list.

In the construction trades, carpentry is the most popular craft among women apprentices, with electrical work, painting, and plumbing following closely behind. Carpenters can go on to become superintendents and building inspectors, which was one reason a woman apprentice choose this trade.

Women make up 40% of the nation's labor force, with a good number as heads of households. With the right to equal work at equal pay established by law, a skilled trade became a realistic option for women. Statistics show that about 3 of the apprentices now entering training are women. Protected by equal employment opportunity laws and encouraged by advocacy programs, more women are entering into apprenticeship. It is one of the few ways women can get training in skilled trades and earn substantial pay. Recruitment specialists reach potential applicants through media announcements and contacts with community and women's groups. Through special workshops and counseling sessions, women learn about non-traditional jobs and how to qualify for apprenticeship.

From information that the HRC has acquired, and after interviewing women apprentices, the high turn-over rate appears to be due to a combination of several factors: again, the employers' attitudes towards women as construction workers; on-the-job pressure from fellow employees; social pressure from family and friends; the short term of the construction contracts; and, also, the apprenticeship process. Most contractors do not voluntarily hire a woman unless required to do so by the compliance staff. When they do, it's usually during the peak of the job and the woman is laid off as the work slows down. With the exception of some Wastewater and Airport contractors, City construction contractors on the average use anywhere from one to fifteen journeymen at any given time. The State Labor Code Sec. 17775 requires at least one apprentice for every five journeymen in a particular trade. In most cases the contractor, therefore, is only required to hire two or three apprentices. With those odds and with a 50% minority apprentice goal that must be met, the chance of placing a woman is very slim. Also contractors prefer 3rd and 4th year apprentices, usually to their advantage, when they are 50% completed on a certain project.

Social and family pressure often becomes an obstacle for a woman interested in the skilled trades, especially if she is married and has children. Most women in construction often find working conditions less than pleasant. Distinctively in the minority, most women find it difficult to tolerate degrading graffitti, name-calling, and other forms of harassment. Statistics show that most leave for those reasons, seeking other employers and yet determined to stick with their trade. Most women seek support from advocacy groups and require constant legal coaching just to overcome the stress of being in a trade predominately and traditionally pursued by men.

The only apprenticeship outreach program exclusively for women in San Francisco is the Women In Apprenticeship Program, referred to above. Formerly sponsored by Advocates for Women, the WIA program has been serving the Bay Area since 1974. Other outreach programs are geared towards the recruitment of minorities, with women as a special target group. Such groups include the Apprenticeship Opportunities Foundation, a designated group for the referrals of minority apprentices for City construction.

With a staff that consists of two job developers, one secretary, a director, and part-time tutors, the WIA program recruits, counsels and offers tutoring to women interested in entering apprenticeship. The board of directors consists of influentual people with labor, management and community

background who are supportive of equal opportunity for women in the skilled trades.

The HRC has designated the Women In Apprenticeship program to be utilized by contractors with City construction contracts for referral and information of women apprentices for possible employment opportunities. The WIA program is notified of every pre-award, pre-construction, and affirmative action review meeting held by the HRC compliance staff. They are notified of those contractors in need of women apprentices in order to comply with affirmative action obligations. A staff member of the WIA program is usually present at every pre-construction conference conducted by HRC for purposes of meeting the contractors. The compliance staff informs the contractor of its obligations to hire women apprentices, and the WIA staff is there to assist in placing serious and qualified women apprentices.

Although the number of women apprentices in City construction reflects only a fraction of the total numbers of active apprentices in San Francisco, it has actually doubled since goals were set for women. The establishment of goals is one of the most effective ways to open up more opportunities for women in City construction. Maintaining outreach programs and recruitment efforts alone is not sufficient to overcome discrimination against women in the construction industry. Official goals and timetables, with effective enforcement, will provide more job opportunities for women in City construction.

Mr. Redus pointed to the HRC's leadership role in the history of expanding opportunities for women in apprenticeship, saying that the state and federal sectors look to it for guidance in San Francisco, that it has let all contractors it monitors know that the inclusion of women in all considerations is taken seriously, and that it has assisted many women's groups in establishing their credibility through recruitment and performance.

He cited the Women in Apprenticeship Program as having been most effective in lobbying nationally for the establishment of goals and timetables.

Stanley Lim, HRC Contract Compliance Officer, commenting on the HRC's criteria in setting goals for the participation of women in apprenticeship, stated that of the 35 contracts the HRC now is monitoring, 4 have women apprentices (8/12 in two Airport contracts; 1 in a Wastewater project).

Mr. Redus, responding to Commissioner Morrissey's inquiry about criteria used in setting goals and timetables, said that the HRC considers: previous experience in the availability of women already in apprentice positions; interest and availability of women hopeful of becoming apprentices; and the job-relatedness of certain requirements, such as physical stamina, etc.

The HRC continues its advocacy position in the entry of women into the non-traditional trades in San Francisco. Its compliance staff has continued to encourage City construction contractors to employ women apprentices as a means of demonstrating good faith efforts in taking affirmative action. Although the HRC is not directly involved in the actual recruitment and placement of women in City construction, it has been instrumental in the process. The affirmative action program for all City construction monitored by the compliance staff includes percentage goals for women. Effective enforcement of affirmative action in this area is necessary to assure equal opportunity for women in the building and construction trades. Discrimination against women still exists in this industry, as in other trades that have been predominately and traditionally pursued by men.

Commissioner Fine said the statistical part of Ms. Anoai's report should be seen in the light of the fact that this work has gone on in a period of economic crisis in this country, marked by high unemployment nation-wide.

- Civil Service Complaint Caseload/Progress in Civil Service Commission Affirmative Action Activities. - Frank Anderson

The purpose of this report, made annually by Mr. Anderson, is to review the progress since October 1976 of certain affirmative action employment efforts of the San Francisco Civil Service Commission's personnel system, including problem areas of concern of the Human Rights Commission. The

HRC's continuous involvement with the City's Civil Service system dates back to 1965. What follows is from Mr. Anderson's long written report, which he summarized for the HRC.

Over the years the HRC has established the CSC as a priority project because:

(1) Chapter 12A of the Administrative Code mandates it.
(2) The City and County of San Francisco is the largest employer in the City, employing approximately 28,000 persons and providing a variety of jobs at various skills and salary levels.
(3) The HRC as a City department is a part of the Civil Service system. As a commission and department it can benefit from knowing the system and procedures under which it is required to operate.

The general affirmative action approach of the HRC is to help effect institutional changes in employment systems, such as the Civil Service Commission, that affect the livelihood of many of the disadvantaged citizens of this City. The City as a government body and a major employer continues to bear a major responsibility in the employment of the disadvantaged, due to the economic recession and continuing high unemployment.

The HRC's role and involvement with CSC is multi-faceted, including mediating and resolving employment complaints, consulting to City departments, community organizations and labor unions, serving on advisory committees and responding to the requests of the Mayor, his staff, and the Civil Service Commission. Mr. Anderson reported that although some progress has been made in the area of unfair and discriminatory employment practices which generate complaints, there still remain some key problem areas. In analyzing the HRC's complaint caseload of 192 cases against the Civil Service Commission/City departments, compared to the previous report of 173, three major categories continue as trends:

(1) Persons already in the Civil Service system who allege unfair treatment in assignment, promotion, lateral mobility or in other related employment matters.

(2) Persons who claim exclusion by artificial barriers at the pre-employment stages of obtaining a Civil Service job.

(3) Persons who feel discouraged from applying for a City job because of fear of failure, historical group exclusion, lack of faith, or negative experience with government in general.

The key thrust of HRC's overall involvement with CSC is to 1) to study, analyze, and make recommendations to prevent the continuation of complaint problems; 2) To solve or resolve individual complaints fairly and satisfactorily; and 3) To inform persons of their rights and resources and assist them with the complexities of the Civil Service system.

Approximately 50% of the 192 Civil Service complaints processed by the HRC in the past year were charges alleging race discrimination, 25% on the basis of national origin, 20% on the basis of sex, 4%, sexual orientation and 1%, disability. Many of these complaints can be attributed to systemic problems within Civil Service, requiring comprehensive solutions. Through HRC efforts and leadership, the Civil Service Commission adopted an Affirmative Action Policy in 1972, describing its commitment to equal opportunity employment. However, no overall affirmative action plan was forthcoming.

The Human Rights Commission's continued efforts in making an affirmative action plan a city government priority issue resulted in some accelerated action. On June 21, 1976 Mayor George Moscone addressed the Civil Service Commission and requested the immediate development of a ".....Concrete affirmative action plan with explicit procedures, to address all the phases and programs that are currently fragmented. The focal point for such a plan must be the departments, with very definite assignment of responsibilities and

liabilities." Mayor Moscone stated the ultimate responsibility will be to him and the Civil Service Commission. He further urged continued cooperation with the HRC in developing an affirmative action plan. As a result of this request and class action complaint charges of discrimination and non-compliance with state and federal regulations, the CSC drafted and adopted Civil Service Rule 1.03: Affirmative Action Plan for Equal Opportunities in early 1977.

Upon analysis, the HRC found this rule not to be a comprehensive plan and insufficient in several respects. The proposal lacked a specific operative structure for affirmative action. The complex Civil Service system, the HRC believes, warrants a plan that is structured, and measurable relationship to improvement in hiring, training, and promotion of minorities and women in all phases of City employment. Rule 1.03 lacked the following crucial elements:

(1) A strong policy and commitment via acknowledgement of the historical problem and a commitment to resolvement - not merely a statement of equal employment opportunity which should have been the basis under which the CSC system has always operated.

(2) Standards and sanctions for non-compliance.

(3) Specific details on the requirement of individual departments to develop plans and their accountability.

(4) Clarification of vague terms and definitions.

In March, 1977, the Human Rights Commission adopted a position of cooperation and involvement with the Civil Service Commission in developing a more specific plan. The HRC reserved the right to decide its continuing role in the plan's implementation based upon the final CSC-adopted version. CSC Rule 1.03 called for the development of such a plan 180 days after its adoption.

In July 1977, the CSC established an Affirmative Action Advisory Committee. The general purpose of this committee is to examine the Civil Service workforce, determine underutilizations, and develop an Affirmative Action Plan proposal. Membership on the Advisory Committee is composed of representatives of the following organizations, appointed by the CSC with the approval of the Mayor's office.

Latinos For Affirmative Action
United Pilipinos for Equal Employment
Gay Coalition
Chinese for Affirmative Action
Bayview Hunter's Point Citizen's Council
Employment Project for Physically Handicapped
Chief Administrative Officer
City Employee's Union Local 400
Mission Hiring Hall
Western Addition Project Area Committee
United Japanese Community Service
Advocates for Women
Commission on the Status of Women
Mayor's Office
Human Rights Commission - Frank Anderson

This committee has been meeting regularly since July 1977 both as a full committee and subcommittees, reviewing data, making recommendations and drafting an affirmative action plan proposal. The Committee has a 255-page draft proposal ready to submit to the CSC. The Civil Service Commission has agreed to a posting of the proposal and a public hearing prior to the adoption of the plan.

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Mr. Anderson's report included a statistical chart (attached to these minutes) showing the ethnic/sexual workforce breakdown for approximately 27,000 Civil Service employees for 1976/77. The CSC figures include: all permanent, temporary, part-time, elected, and appointive persons receiving City paychecks. Prior to 1974, the HRC annually surveyed City departments to obtain workforce data. The HRC's first City employment survey, in 1965, was done as a result of the Mayor's request following a community complaint of low minority participation in City jobs. The 1965 survey showed a 22.5% overall minority participation. The 1976/77 survey shows 46.4% minorities, 38% women.

As a result of the 1972 Federal Equal Employment Opportunity Act, which gave the federal Equal Employment Opportunity Commission monitoring authority over local jurisdictions and requires submission of specific employment information via the EEO-4 form, the CSC became the City agency responsible for compiling this data.

The HRC worked for more than a year with an EEO-4 Coordinating Committee of key City agencies in drawing up new procedures for making the survey of City employment as required by federal law. The HRC took the lead in developing guidelines and rules on use of this information, so that it could be available for purposes of discrimination, but restricted for use in research and reporting. The City's workforce data is now incorporated into the City's Electronic Data Processing system. This permits employment information to be obtained from tape records. Prior to this change-over, many manual steps were done by HRC staff.

The HRC has played an active role in the Affirmative Action Advisory Committee's activities, sharing with it our experience, expertise, and concerns in this field. Because of the HRC's long-term interest and commitment and day-to-day involvement with City employment issues, there are several very important factors which both the Civil Service Commission and its Advisory Committee should bear in mind during its deliberations and CSC adoption of a plan. Mr. Anderson then outlined the following specific recommendations of the HRC:

(1) City government must recognize that there is a need for a strong, workable Affirmative Action Plan. Although the City has in many ways done a commendable job in overall employment, certain departments, divisions, classifications, and salary categories still reflect serious imbalances and are in need of considerable improvement. Specific indications of these problems are the complaint caseloads of the HRC, FEPC, EEOC and the following Civil Service Classifications which are or were recently under court litigation for alleged discriminatory practices:

8440 Probation Officer
8442 Senior Probation Officer
8414 Supervising Probation Officer, Juvenile Court
8434 Supervising Probation Officer, Adult Probation
Q2 Police Officer
Q35 Assistant Inspector
Q50 Sergeant
Q60 Lieutenant
Q80 Captain
H2 Firefighter
3410 Assistant Gardener
7381 Automotive Mechanic

Administrative complaints have been filed against the City with the Office of Revenue Sharing and the Law Enforcement Assistance Administration, both federal agencies.

(2) It is important that City government recognize that no Affirmative Action Program will be successful without full moral and financial support, specifically from the Mayor, the CSC, the Board of Supervisors and department heads. It will serve little purpose to adopt a program without allocating sufficient additional funds to implement those provisions which by their very nature will require additional financial and staff support. This is most crucial to those activities that involve recruitment, test

validation and analysis, classification, qualification review and analysis, etc.

(3) Persons in City government must be given support and authority for implementation of this program and must also have primary responsibility for its success. No program will be successful if left to the moral persuasion of individuals without some specific incentive and/or motivation which can be enforced. This means that department heads must play an active role in the formulation and implementation of departmental objectives. Because of the nature of affirmative action, and the mandate of the City's charter, the HRC believes the CSC is the most logical place within the City to place the implementation responsibility.

(4) It is equally important that timetables and targets be established with specific plans for reaching those objectives. Any affirmative action program must not be simply a hiring plan. It must deal with all phases of the Personnel Management System. It must be equally concerned with what happens to an employee after the employer has been hired, as it is with what happens to an applicant when the person is being considered for employment. This means that an Affirmative Action Program must deal with promotions, transfers, in-service training, classification and pay, performance appraisal, discipline and appeals, health and safety, intergroup relations, etc.

(5) There must be a good internal audit and reporting system to measure and communicate results. The data must be timely, accurate and comprehensive. Without regular reporting and audits, progress cannot be effectively measured, problems identified, or corrective action taken.

(6) Finally, the hallmark of affirmative action is change and positive results. Affirmative action does not just mean the mere passive prohibition of previous discriminatory practices. It means taking a positive extra step to correct imbalances which were created by prior discriminatory practices. In this regard, the HRC is seriously concerned about the commitment of the CSC to the spirit and practice of its recently-enacted Affirmative Action Rule 1.03, based upon a recent experience. At this point Mr. Anderson described in detail the involvement of Director Mickins and himself in concerns arising out of a City Probation Officer examination:

In October of 1976, an examination (written) was given by the San Francisco Civil Service Commission for positions in classifications of #8440 Probation Officer, #8414 Senior Probation Officer and #8442 Supervising Probation Officer, at the Juvenile level. Several Blacks (specifically seven in this complaint matter) with long-term service and experience in the department took the examination and failed. Only two Blacks out of seven in the Juvenile Probation Department received passing scores on the written examination. The other exam candidates were failed by scores of two to four points, becoming ineligible to continue in the selection process i.e., qualifying to take the oral exam. On January 27, 1977, these candidates contacted the HRC seeking assistance and requesting an inquiry into the matter. They also filed a protest with CSC and the Mayor's Office on the same date.

Messers Mickins and Anderson met with the CSC General Manager, (then Bernard Orsi), his assistant, then John Walsh (now the CSC General Manager, and after discussion of the problems of the lack of Black representation in the Juvenile Court workforce, felt that they could be resolved. Five weeks later, the HRC learned, in a follow-up meeting with CSC staff, that its protest had been ruled untimely, and that oral examinations would be completed.

In April the HRC filed an appeal with the Civil Service Commission, asking a stay of further proceedings and a CSC review of the selection procedure. Also at issue was the HRC's role in relation to the CSC in attempting to represent and advise complainants on making appeals, and whether the complainants in this matter were afforded administrative due process.

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The CSC denied, unanimously, the HRC and complainants' protest/appeal request in May. The complainants have filed a class action suit in the United States Federal Court against the City for discriminatory employment practices and the case currently is under way.

Mr. Anderson said that the failure of the CSC to act with an affirmative action thrust in a timely matter, jeopardizes good faith and mutual cooperation efforts. This unsatisfactory procedure also adds to the bureaucratic images of the CSC as insensitive and uncooperative.

The HRC's general approach in City employment matters is to try to mediate, negotiate, and compromise issues internally before they require outside intervention, resulting in mandated directives. This case was cited because of its seriousness and recency as an example of what affirmative action must be about if it is to work effectively and efficiently. It is only through affirmative action that equal employment becomes a reality, Mr. Anderson stressed.

On November 12, 1977, the HRC adopted the following recommendations regarding Civil Service, as part of the HRC Affirmative Action: Principles and Priorities. These recommendations outline and summarize the HRC concerns and directions.

SAN FRANCISCO CIVIL SERVICE

AFFIRMATIVE ACTION PLAN

The adoption of Rule 1.03 by the San Francisco Civil Service Commission has initiated the process of establishing an affirmative action program for the department which will also influence the way in which other departmental employment practices and procedures work. The current efforts of the Civil Service Commission are commendable in this regard. However, it will become increasingly important that heads of City departments and their management personnel begin to relate to the planning process. This is necessary because the affirmative action process will not work without the understanding and support of departmental executive and supervisory personnel. This support will be difficult to gather if otherwise well-meant programs are forced on departments without their prior involvement. Pragmatically, departmental personnel have the specific expertise necessary for planning and implementation at the departmental level.

RULE OF THREE

Use of the Rule of Three should be closely monitored. The HRC's support of the Rule of Three stems from the affirmative action flexibility it affords. The overriding concern involving the use of the Rule of Three was the potential for an increase in arbitrary discrimination. Some complaints suggest this is occurring with alarming frequency. In this regard, the HRC should receive regular statistical reports on the use of the Rule of Three. However, we do see this as a prime responsibility of the Civil Service Commission. Additionally, and most importantly, Civil Service affirmative action program goals should be intimately tied to the affirmative action use of the Rule of Three.

SELECTIVE CERTIFICATION

Selective Certification should be used to the greatest extent possible in order to enhance the entry of previously-excluded groups into Civil Service employment, in addition to providing bilingual services to limited or non-English-speaking persons. Traditional use of this technique has been limited to the area of language skills. However, in some situations the use of selective certification in the area of unique cultural knowledge or skills may be warranted. The Civil Service Commission should appear before the HRC to discuss the past and current use of Selective Certification, along with relevant case law.

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PAST EXPERIENCE

Liberal evaluation of past experience should be encouraged to identify skills that may not appear on the surface to be job-related, but nevertheless are. Oftentimes, minority group members and women obtain their initial experience working for community and other kinds of volunteer groups. Experience gained in these situations can sometimes be more substantial than paid employment. Moreover, the relevancy of past experience lies not in the similarity of the jobs involved, but in the similarity of the skills involved.

ALTERNATIVE EMPLOYMENT

Alternative ways of allowing people to work should be encouraged more and more. As family responsibilities, individual life styles, and personal needs undergo change, employment systems must adapt to the changing labor market. The interest,here of course, is that individuals who would otherwise be positively affected by affirmative action programs are not discouraged because of personal situations which prohibit them from seeking traditional employment. Alternatives to traditional employment which have been previously supported by the HRC include flexible hours, part-time employment, and job-sharing.

TRAINING

This is one of the most important areas for HRC attention. Existing training opportunities should be more adequately publicized. Supervisory personnel should be fully informed regarding training opportunities, and it should be their responsibility to counsel employees on a regular basis. New training programs, both internal and external, should be designed to fit the needs of City employees. Every City employee should be able to receive training which will qualify him or her for promotion, lateral transfer out of a dead-end position, or skills upgrading. Tuition reimbursement should be reinstated, and time-off given for job-related training. Again, this type of policy, and the resulting opportunities, should be fully outlined to every city employee by his or her supervisor. As a start, the Civil Service Commission should be requested to publish and periodically update a booklet explaining existing training opportunities.

LABOR

All labor unions representing City employees should be requested by the City to meet and confer on affirmative action matters. These same unions should be involved in the planning and implementation of all affirmative action programs affecting City employees. Programs which are clearly not in the interests of City employees should be modified. Labor unions which speak for City employees can be very helpful in identifying anti-worker proposals, as well as proposing affirmative action programs consistent with worker interests. The HRC should request a meeting with the Civil Service Commission to discuss the issues raised in this recommendation and their inclusion in Civil Service programs, policies and procedures.

The HRC recommendations have been received by the Civil Service Commission. Mr. Anderson introduced Mr. Jeff Rothman and Ms. Sylvia Jacobson, EEO Coordinators with the CSC's Equal Employment Opportunity Unit. Mr. Rothman spoke at length on the following HRC concerns from the recommendations:

- Rule of Three - He said very few appointment officers in City departments are using this rule, which requires that the top three scorers in competitive Civil Service examinations be referred for job openings. Most (90%) still follow the old Rule of One, by appointing the person who finished first in the examination procedure. Some 50% of the appointments continue to be minorities.

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Mr. Rothman preceded his remarks by announcing that John Walsh, CSC General Manager, hopes to report on the current activities of CSC to the HRC in late January or early February. He said also that the draft proposal of the Advisory Committee, it is hoped, will become the model for an Affirmative Action Plan extending to all City employment, including those jurisdictions not under the Civil Service, such as the Mayor's Office, and the Board of Supervisors' staff.

- Selective Certification - This is a waiver when a special skill is necessary above and beyond the normal duty of a particular job, such as bilingual skills. A stipend is paid currently to some 800 persons, chiefly in the Public Health and Social Services departments, who need bilingual skills in at least 20 of any 80 hours of work.

- Past Experience - The CSC, said Mr. Rothman, has attempted to eliminate recently (of experience) requirements, unless recent technological developments would require familiarity with complex machinery or equipment. There is also a strong trend to validate skills in crafts and eliminate written examinations in place of oral determination of capability. Resistance to these changes is strong, however, with the CSC staff. CSC is moving also to consideration of the acceptance of volunteer and "life experiences".

- Alternative Employment - The CSC has authorized some minor adjustments in work schedules (starting work earlier or later than usual with a change in quitting time to compensate), but there have been no 4-day weeks established. Mothers of small children most often are participants.

- Part-time Employment - Most of these employees are with the Unified School District.

- Training - The Comprehensive Employment Training ACT (CETA) workforce includes some 2,500 persons, or nearly 10 percent of the total workforce of the City. Some of these funds go to nonprofit community agencies, but the majority (of the total annual $40 million) is for City department jobs.

The CSC offers nine promotional opportunities in in-service training in cooperation with the Community College District. Some 200 persons currently are studying to be Eligibility Workers for the Department of Social Services.

- Job-Sharing - This concept, where two or more employees divide the duties of one job, has met great departmental resistance.

Another training program is called Employee Tuition reimbursement, available to CSC employees (permanent), providing 50 to 100% of tuition costs for studies related to current or promotional positions. Last year, the Board of Supervisors alloted $4,000 for this program, or an average of 18 cents for each permanent employee.

Mr. Rothman also commented on participation of City employees' labor union through their Joint Council spokesperson in affirmative action employment matters.

**** Commissioner Fine urged that the Director set a date for the delegation of Commissioners to personally deliver the HRC's Priorities in Employment and Principles of Affirmative Action Employment documents to the Mayor.

GAY ADVISORY
Phyllis Lyon, Chairperson

- Letter Urging Reconsideration of Governor's Firing of a Deputy Director, State Department of Health.

This letter in draft form was read in full. It requests that Governor Brown reinstate Dr. Josette Escamilla-Mondanaor as Deputy Director, Division of Substance Abuse, State Department of Health. The Committee wrote that it felt her dismissal (she wrote a personal letter on state stationery) was

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"excessively punitive," and said there were concerns that the dismissal "makes a change in your administration's endeavors to bring....women who are advocates for the rights of women..."

Susan Heller, Director of the Commission on the Status of Women, appeared to urge the HRC's joining her group and others concerned over this dismissal, which follows two other displacements which some see as a retreat from the involvement of women in decision-making positions in state government.

It was

**** m/s/c to authorize sending this letter on behalf of the full HRC to Governor Brown over Chairperson Yamakawa's signature.

- Draft Letter to Mental Health Advisory Board Regarding Minority Committee Representation

Commission Lyon read highlights of the proposed letter to Irwin Leff, Chairperson of the Board, in response to a Mental Health Advisory Board of San Francisco memorandum of October 18, 1977 with recommendation for formation of a Committee on Minority Mental Health.

The draft letter asked for expansion of the proposed Committee on Minority Mental Health to include a representative from the Community Advisory Board, to include gays, the physically disabled, and an equal representation of men and women.

Chairperson Yamakawa raised some concerns about the draft letter from the Committee, particularly about whether differing viewpoints had been heard by the Committee on the issue before it recommended a stance. He said, while serving as President of S.F. Mental Health Association, he has made an MHASF appointment to the proposed Committee and said he would not have done so if he had had any reservations, of course.

After further discussion discussion of the complexities of setting up committees to the Mental Health Advisory Board, and agreement on the advisability of a further hearing of differing viewpoints, on suggestion of Commissioner Giles, it was

**** m/s/c that the issue be sent back to the Gay Advisory Committee for it to re-draft a recommendation in keeping with the tenor of the state regulations covering setting up Mental Health Advisory Boards and their committees, including the Minority Mental Health Advisory Committee.

YOUTH & EDUCATION
Sister Bernadette Giles, Chairperson
Donna Solomon, Co-Chairperson

- Reiteration of Flexible Scheduling Concerns in Committee Letter to the School District.

This letter, sent over the signature of Commissioner Giles, spelled out its major concern: the denial of options regarding flexible scheduling to students for whom flexible scheduling is unsuited. The Committee has asked an opportunity to help work out a solution to this problem, so that students who wished a more traditional schedule could transfer from flexible scheduled schools.

- Letter Requesting Clarification of the Concept of Counseling Education Centers.

The Committee wrote to Dr. John Cleveland, Associate Superintendent, Office of Instruction, SFUSD, listing its specific concerns (and asking that Board of Education action on the Centers be withheld): combination of elementary and secondary students in the same centers; duplication of services; provision of bilingual services; assignment of students to the center nearest their home; assurance the centers will be integrated, etc.

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NO NEW MATTERS

CALENDAR MATTERS

The HRC scheduled meeting for December 22nd has been cancelled. The next regular meeting will be Thursday, January 12, 1978, at 9:15 A.M. in the Third Floor Commission Room of the Main Library in the Civic Center.

STANDING COMMITTEES

Employment	Thursday, January 5, 1978 9:30 a.m. Grace Cathedral Cathedral House Library 1051 Taylor Street - San Francisco
Gay Advisory	Tuesday, January 3, 1978 Noon HRC Offices - Room 509 1095 Market Street - San Francisco
Housing & Urban Development	Wednesday, January 4, 1978 1 p.m. HRC Offices - Room 509 1095 Market Street - San Francisco
Police Liaison	To be announced
Social Programs	To be announced
Youth & Education	Thursday, December 15, 1977 3:30 p.m. Thursday, January 5, 1978 Grace Cathedral Cathedral House Library 1051 Taylor Street - San Francisco

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

Grant S. Mickins III
via Jack Casford

GSM:pa

	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Official & Administrators	123	19	7	1	5	1	9	1	0	0	0	0	0	0	144	22
%	74.1	11.4	4.2	0.6	3.0	0.6	5.4	0.6	0	0	0	0	0	0	86.7	13.3
Professionals	2170	1281	175	231	87	76	408	209	142	285	4	2	33	16	3019	2100
%	42.4	25.0	3.4	4.5	1.7	1.5	8.0	4.1	2.8	5.6	0.1	0	0.6	0.3	59.0	41.0
Technicians	869	71	156	143	54	11	140	14	41	18	5	0	10	2	1275	259
%	56.6	4.6	10.2	9.3	3.5	0.7	9.1	0.9	2.7	1.2	0.3	0	0.7	0.1	83.1	16.9
Protective Service	2360	93	301	59	147	9	55	8	41	2	7	0	9	3	2920	174
%	76.3	3.0	9.7	1.9	4.8	0.3	1.8	0.3	1.3	0.1	0.2	0	0.3	0.1	94.4	5.6
Paraprofessionals	690	1060	525	1182	156	360	247	436	93	245	5	5	46	77	1762	3365
%	13.5	20.7	10.2	23.1	3.0	7.0	4.8	8.5	1.8	4.8	0.1	0.1	0.9	1.5	34.4	65.6
Office and Clerical	720	1762	173	634	59	248	150	409	172	263	2	10	25	66	1301	3392
%	15.3	37.5	3.7	13.5	1.3	5.3	3.2	8.7	3.7	5.6	0	0.2	0.5	1.4	27.7	72.3
Skilled Craft Workers	1211	2	94	0	115	0	65	2	20	0	10	0	12	0	1527	4
%	79.1	0.1	6.1	0	7.5	0	4.2	0.1	1.3	0	0.7	0	0.8	0	99.7	0.3
Service Maintenance	1775	424	2446	487	300	73	240	71	188	40	13	1	39	7	5001	1103
%	29.1	6.9	40.1	8.0	4.9	1.2	3.9	1.2	3.1	0.7	0.2	0	0.6	0.1	81.9	18.1
Exempt or Elected *	117	29	14	8	5	7	9	3	2	1	0	0	1	0	148	48
%	59.7	14.8	7.1	4.1	2.6	3.6	4.6	1.5	1.0	0.5	0	0	0.5	0	75.5	24.5
Total	10035	4741	3891	2745	928	785	1323	1153	699	854	46	18	175	171	17097	10467
%	36.4	17.2	14.1	10.0	3.4	2.8	4.8	4.2	2.5	3.1	0.2	0.1	0.6	0.6	62.0	38.0

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